

APPENDIX E

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is made and entered into this 11th day of October 2022, by and between the Board of Education of Oak Park School District 97 (the “Board”) and the Oak Park Teachers’ Association, IEA-NEA (the “Association”) (collectively, the “Parties”) to document the mutually agreed terms of the Parties’ two (2) contract year extension of the current 2018-2022 Collective Bargaining Agreement (the “CBA”).

WHEREAS, the Association is the exclusive bargaining representative for all certificated, licensed, or registered employees under contract to the Board in accordance with Article I.C (“Teacher” definition) of the CBA;

WHEREAS, the 2018-2022 CBA expired at the end of the day immediately before the beginning of the tenured teachers’ 2022-2023 school year; and

WHEREAS, the Board and the Association have agreed to extend the terms of the CBA for a period of two (2) contract years and to modify certain salary provisions of the 2018-2022 CBA for the 2022-2023 contract year only.

NOW, THEREFORE, in accordance with the mutual agreements of the Parties hereto, it is hereby agreed by the Board and the Association as follows:

1. **Term of Agreement.** Article XXII (“Duration”) is amended to read as follows:

This Agreement takes effect on the first day of the 2022-2023 school year to extend until the start of the 2024-2025 school year.

2. **Compensation.** Article XVI.A (“Overall Salary for Teachers”) is amended for the 2022-2023 contract year only as follows:

Article XVI.A.1. BASE SALARY. Revise Section A.1.g for the 2022-2023 contract year as follows:

- a. A CPI-U-based increase will be applied to the "new base before CPI-based increase" to determine the 2022-2023 Base Salary for each level. Notwithstanding the annual CPI-U percentage change, the CPI-U percentage applied will be 2.0%.
- b. CPI+1 Group: A teacher's Base Salary for 2022-2023 shall be determined by increasing their 2021-2022 Base Salary by the CPI-U (2%) percentage provided in subparagraph a above, plus an additional one percent (1.0%). Additionally, teachers in the CPI+1 Group shall receive a one-time, non-cumulative (i.e., not added to their base salary) payment equal to the difference between a 1.0% increase above their 2021-22 Base Salary and \$1,405 for the 2022-2023 contract year only. This one-time, non-cumulative payment will be payable no later than November 4, 2022.
- c. Teachers in D4 and D5 Salary Bands: Each teacher in salary bands D4 and D5 will receive a one-time, non-cumulative (i.e., not added to base

salary) payment of \$1,405 for the 2022-2023 contract year only. This one-time, non-cumulative payment will be payable no later than November 4, 2022.

- d. COVID Retention Stipends: In recognition of the committed work by District 97 teachers to continue engaged and interactive instruction during the school years impacted by the COVID pandemic, teachers who have been continuously employed and have returned to the District for the 2022-2023 contract year will receive a one-time, non-cumulative (i.e., not added to base salary) COVID Retention Stipend payment. This one-time, non-cumulative retention stipend shall be paid no later than June 2, 2023 based upon the number of school years worked during the previous school years impacted by the COVID pandemic:
 - i. Teachers employed during the 2019-2020 through the 2021-2022 school year shall receive \$2,000.
 - ii. Teachers employed during the 2020-2021 through the 2021-2022 school year shall receive \$1,500.
 - iii. Teachers employed during the 2021-2022 school year shall receive \$1,000.

3. **MOU Appendix.** This MOU shall be attached and incorporated in the 2018-2022 CBA as Appendix E.
4. **Effect and Duration of MOU.** Except as otherwise provided in this MOU, the remaining provisions of the 2018-2022 CBA will continue to remain in effect through the day before the beginning of the tenured teachers' 2024-2025 school year.
5. **Entire Agreement.** This MOU sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof and there are no promises, agreements, undertakings, either oral or written, expressed or implied between them other than as herein set forth.
6. **Amendment of MOU.** Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this MOU shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.
7. **Binding Effect of Agreement.** This MOU is valid and binding upon the Parties upon ratification by the Association and approval by the Board and is authorized by the representatives of the Board and the Association as set forth below.

**BOARD OF EDUCATION
OAK PARK ELEMENTARY
SCHOOL DISTRICT 97**

By: [Signature]
President
Dated: 10/11/22

OAK PARK TEACHERS' ASSOCIATION

By: [Signature]
Co-President

Dated: 10/26/2022

By: [Signature]
Co-President

Dated: 10/26/2022