

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by the BOARD OF EDUCATION SCHOOL DISTRICT 123 OAK LAWN-HOMETOWN, ILLINOIS (“Board” and “District”) and the DISTRICT 123 SUPPORT STAFF COUNCIL, SOUTHWEST SUBURBAN FEDERATION OF TEACHERS AFT LOCAL 943 (“Union”), who are parties to a collective bargaining agreement covering the 2021-22 through the 2024-25 school years (“CBA”).

WHEREAS, the parties agree that there is an increasing need for teachers with a bilingual endorsement to serve the District’s growing English language learner student population; and

WHEREAS, in order to attract new candidates and reward current teachers, the parties agree and recognize there is a desire to increase the wages for District teachers with a bilingual endorsement beyond the wages negotiated in the current CBA; and

WHEREAS, the District has proposed, and the Union has accepted a 10 percent (10%) increase in teachers’ wages who meet the following criteria.

NOW, THEREFORE, it is agreed by the Board and the Union as follows:

1. All District teachers who are (a.) bilingual, (b.) bilingually endorsed or scheduled to become endorsed through ISBE, and (c.) are presently assigned and teaching in a sheltered kindergarten, first, and/or second grade class designed to support both English language learners and general education students within a single classroom setting shall be eligible for the pay bump.
2. Effective with the Board’s approval of this MOU, every teacher who meets all criteria in Section 1, above, will receive a 10% stipend of current base salary for the school year.
3. Effective with the Board’s approval of this MOU, all bilingual teachers who are not endorsed through ISBE will be eligible and expected to participate in earning a bilingual endorsement through ISBE within the timeframe as determined by the State of Illinois.
4. Effective with the Board’s approval of this MOU, any bilingual teacher who is not endorsed through ISBE will be eligible for Board paid reimbursement for all coursework and /or testing required to complete and earn the bilingual endorsement through ISBE.
5. If at the end of the timeframe to receive a bilingual endorsement, as determined by the State of Illinois, the teacher has not passed or failed to take the bilingual endorsement test, the teacher will no longer be eligible to receive the 10% stipend and the District will adjust the teacher’s pay accordingly.
6. A teacher’s assignment in a particular school and grade level classroom remains at the District’s discretion. There is no guarantee that a teacher will continue in the assignment they’ve previously been placed.

7. The Board and the Union agree that this MOU shall not obligate the Board or the Union to agree to a similar arrangement in the future, shall not negate or modify any provision of the CBA except as addressed herein, and shall not require either party to bargain over any provision of the CBA during the term of the CBA, unless such bargaining is otherwise required by law.

8. This MOU is not subject to the grievance/arbitration provisions of the CBA.

9. This MOU is not precedential in effect, shall not constitute a practice or precedent under the CBA or any other collective bargaining agreement, nor does it alter any established past practice.

District 123 Support Staff Council

Board of Education School District No. 123



President



President

Date: March 20, 2023



President



Secretary

Date: 03 / 23 / 2023