

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 and recognize there is a desire to increase the wages for District paraprofessionals beyond the wages negotiated in the current CBA; and

WHEREAS, the District has proposed, and the Union has accepted a five (5) part solution to increasing paraprofessional wages.

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

1. All District paraprofessionals shall receive wage increases and enhancements according to their level of responsibility. District Paraprofessionals shall be categorized as follows for purposes of their level of responsibility:

Level V - Paraprofessionals assigned to CASE K-5 programs

Level IV - Paraprofessionals assigned to CASE 6-8 programs and preschool

Level III - Paraprofessionals assigned to PTP K-5 and Core II programs

Level II - Paraprofessionals assigned to EL programs

Level I - Paraprofessionals assigned as resource and all other paraprofessionals

2. Effective with the Board’s approval of this Memorandum of Understanding (“Memorandum”), every paraprofessional (Levels I through V) will receive a \$2.00 per hour increase to their regular hourly rate of pay. Such increase will be applied retroactively to the start of the 2022-2023 school year. Any new paraprofessionals hired will receive a starting wage that includes the \$2.00 per hour increase.
3. Effective at the start of the 2023-2024 school year, all paraprofessionals in the category of “teacher aide” (Levels I through V) will be bumped to the “instructional aide” hourly wage (which includes the \$2.00 per hour increase discussed in paragraph 2, above).

4. Effective from the start of the 2022-2023 school year and through the 2024-2025 school year, paraprofessionals in Levels III through V will receive a stipend tied to their level of responsibility and base salary/hours worked. Paraprofessionals in Levels I and II will not receive a stipend. The stipend earned shall be as follows:

Level V - 15% of base salary for the school year

Level IV - 10% of base salary for the school year

Level III - 5% of base salary for the school year

5. Effective from the start of the 2022-2023 school year and through the 2024-2025 school year, paraprofessionals in Levels I through V will receive a bonus, paid at the end of the school year, and as detailed below. In order to receive the full bonus amount, the paraprofessional must start and complete the school year in active employment. The bonus, stated in gross dollars, shall be as follows:

Level V - \$1,000.00

Level IV - \$750.00

Level III - \$500.00

Level II - \$500.00

Level I - \$250.00

Paraprofessionals who work the full school year will receive the full bonus. Those who work at least two trimesters but less than the full school year will receive 2/3rds of the stated bonus. Those who work at least one trimester, but less than two trimesters will receive 1/3 of the stated bonus.

6. Effective from the start of the 2022-2023 school year and through the 2024-2025 school year, paraprofessionals in Levels I through V will be eligible to participate in a continuing education reimbursement program with a total annual pool of \$20,000.00. In order to qualify for reimbursement, a request must be made to the Superintendent prior to the start of the course, the Superintendent must preapprove the request and the requested coursework must be aligned to the field of education and the objectives of the District. Reimbursement is limited to \$150 per course hour and a maximum of \$1500 per paraprofessional (if available based on the number of applicants.)

7. The paraprofessional wage increases and enhancements, as discussed in this Memorandum, is also detailed in the attached document (Attachment 1.) In the event there is a conflict between that document and this Memorandum, the Memorandum shall be binding.
8. Effective with the Board's approval of this Memorandum, Article 10, Section B.3. shall be struck from the CBA and shall have no force and effect.
9. A paraprofessional's placement in a particular Level or in a particular program is at the District's discretion. There is no guarantee that a paraprofessional will continue in the Level or program they've previously been placed.
10. It is agreed and understood that certain Levels may require additional training and responsibilities (for example, but not limited to, CPI training, RBT training, toileting, feeding, 1:1 assignments, etc.) Such training and responsibilities will not be at an additional wage or stipend and are included in the wage increases and enhancements detailed in this Memorandum.
11. The Board and the Union agree that this Memorandum of Understanding 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.
12. This Memorandum of Understanding is not subject to the grievance/arbitration provisions of the CBA.
13. This Memorandum of Understanding 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.

[signature page follows]

District 123 Support Staff Council

Blaine Paul 

President

Secretary

Date: 1/22/23

Board of Education School District No.
123



President



Secretary

Date: 01 / 25 / 2023