

**MEMORANDUM OF AGREEMENT
TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN**

**THE BOARD OF EDUCATION OF
OAK LAWN – HOMETOWN
SCHOOL DISTRICT 123**

AND

**DISTRICT 123 TEACHERS' COUNCIL
FOR THE**

**SOUTHWEST SUBURBAN FEDERATION OF
TEACHERS, IFT-AFT LOCAL 943**

2022 – 2023 through 2024-2025 School Years

**MEMORANDUM OF AGREEMENT TO
COLLECTIVE BARGAINING AGREEMENT
2022-2023 through 2024-2025 School Years**

This Memorandum of Agreement to the Collective Bargaining Agreement for the 2022-2023 through 2024-2025 school years (hereinafter the "MOA") is entered into between the Board of Education of Oak Lawn – Hometown School District 123 (hereinafter "the Board") and the District 123 Teachers' Council for the Southwest Suburban Federation of Teachers, IFT-AFT Local 943 (hereinafter "the Union", collectively "the parties") as a result of the parties' wage reopener negotiations for school years 2022-2023 through 2024-2025. The Board and Association agree as follows:


1. The parties engaged in wage reopener negotiations pursuant to Article VII, Section 12.B. of the Collective Bargaining Agreement for the 2021-2022 through 2024-2025 school years (hereinafter "CBA") to discuss the limited issue of base salary.
2. Pursuant to those negotiations, the parties have reached agreement on base salary for the 2022-2023 through 2024-2025 school years. The salary schedules reflecting the parties' agreement are attached to this MOA Appendix A.
3. The CBA is hereby amended to include salary schedules through the end of the CBA term, to and including the 2024-2025 school year. It is agreed that all terms and conditions of the current CBA, including the 2020-2021 Amendment and Extension, shall remain in full force and effect.

Dated this 23rd day of May, 2022.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives.

For the Board of Education
School District No. 123


For the District 123 Teachers' Council
for the Southwest Suburban Federation
of Teachers, IFT-AFT, Local 943




President



Secretary





Appendix: 2022-2023 Salary Schedule

Salaries include TRS Contribution - All Licensed Staff except PT,OT,BCBA

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$46,380	\$49,859	\$55,094	\$57,716	\$60,342	\$63,836
1	\$47,872	\$51,463	\$56,867	\$59,573	\$62,284	\$65,890
2	\$48,820	\$52,482	\$57,993	\$60,753	\$63,517	\$67,195
3	\$49,545	\$53,261	\$58,854	\$61,655	\$64,461	\$68,193
4	\$50,281	\$54,052	\$59,728	\$62,571	\$65,418	\$69,206
5	\$51,775	\$55,658	\$61,502	\$64,430	\$67,361	\$71,261
6	\$52,544	\$56,485	\$62,415	\$65,386	\$68,361	\$72,320
7	\$53,595	\$57,614	\$63,664	\$66,694	\$69,729	\$73,766
8	\$54,667	\$58,767	\$64,937	\$68,028	\$71,123	\$75,241
9	\$55,760	\$59,942	\$66,236	\$69,389	\$72,546	\$76,746
10	\$56,317	\$60,541	\$66,898	\$70,082	\$73,271	\$77,514
11		\$62,114	\$68,471	\$71,655	\$74,844	\$79,087
12		\$63,687	\$70,044	\$73,228	\$76,417	\$80,659
13		\$65,260	\$71,617	\$74,801	\$77,990	\$82,232
14		\$66,833	\$73,190	\$76,374	\$79,563	\$83,805
15		\$68,406	\$74,763	\$77,947	\$81,136	\$85,378
16			\$76,335	\$79,520	\$82,709	\$86,951
17			\$77,908	\$81,093	\$84,281	\$88,524
18			\$79,481	\$82,666	\$85,854	\$90,097
19			\$81,054	\$84,239	\$87,427	\$91,670
20			\$82,627	\$85,811	\$89,000	\$93,243
21			\$84,200	\$87,384	\$90,573	\$94,815
22			\$85,773	\$88,957	\$92,146	\$96,388
23			\$87,346	\$90,530	\$93,719	\$97,961
24			\$88,919	\$92,103	\$95,292	\$99,534
25			\$90,492	\$93,676	\$96,865	\$101,107
26			\$92,064	\$95,249	\$98,438	\$102,680
27			\$93,637	\$96,822	\$100,010	\$104,253
28			\$95,210	\$98,395	\$101,583	\$105,826
29			\$96,783	\$99,968	\$103,156	\$107,399
30			\$98,356	\$101,540	\$104,729	\$108,972
31			\$99,929	\$103,113	\$106,302	\$110,544
32			\$101,502	\$104,686	\$107,875	\$112,117
33			\$103,075	\$106,259	\$109,448	\$113,690
34			\$104,648	\$107,832	\$111,021	\$115,263

Those individuals who are frozen on the last step of any column will receive a 1.5% increase over prior year salary, if they provide proof of 1 qualifying class in the past two school years. Without proof of 1 qualifying class in the past two school years, Those individuals who are frozen on the last step of any column will receive a 1.0% increase.

Appendix: 2023-2024 Salary Schedule

Salaries include TRS Contribution - All Licensed Staff except PT,OT,BCBA

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$46,844	\$50,357	\$55,645	\$58,293	\$60,946	\$64,474
1	\$48,235	\$51,853	\$57,297	\$60,025	\$62,756	\$66,390
2	\$49,787	\$53,521	\$59,141	\$61,956	\$64,775	\$68,526
3	\$50,773	\$54,581	\$60,312	\$63,183	\$66,058	\$69,883
4	\$51,527	\$55,392	\$61,208	\$64,122	\$67,039	\$70,921
5	\$52,293	\$56,215	\$62,117	\$65,074	\$68,035	\$71,974
6	\$53,846	\$57,884	\$63,962	\$67,007	\$70,056	\$74,112
7	\$54,646	\$58,744	\$64,912	\$68,002	\$71,096	\$75,212
8	\$55,738	\$59,919	\$66,210	\$69,362	\$72,518	\$76,717
9	\$56,853	\$61,117	\$67,534	\$70,749	\$73,968	\$78,251
10	\$57,990	\$62,340	\$68,885	\$72,164	\$75,448	\$79,816
11		\$62,963	\$69,574	\$72,886	\$76,202	\$80,614
12		\$64,599	\$71,210	\$74,522	\$77,838	\$82,250
13		\$66,235	\$72,846	\$76,157	\$79,474	\$83,886
14		\$67,870	\$74,481	\$77,793	\$81,109	\$85,522
15		\$69,506	\$76,117	\$79,429	\$82,745	\$87,157
16			\$77,753	\$81,065	\$84,381	\$88,793
17			\$79,389	\$82,701	\$86,017	\$90,429
18			\$81,025	\$84,336	\$87,653	\$92,065
19			\$82,661	\$85,972	\$89,289	\$93,701
20			\$84,296	\$87,608	\$90,924	\$95,336
21			\$85,932	\$89,244	\$92,560	\$96,972
22			\$87,568	\$90,880	\$94,196	\$98,608
23			\$89,204	\$92,516	\$95,832	\$100,244
24			\$90,840	\$94,151	\$97,468	\$101,880
25			\$92,475	\$95,787	\$99,103	\$103,516
26			\$94,111	\$97,423	\$100,739	\$105,151
27			\$95,747	\$99,059	\$102,375	\$106,787
28			\$97,383	\$100,695	\$104,011	\$108,423
29			\$99,019	\$102,330	\$105,647	\$110,059
30			\$100,655	\$103,966	\$107,283	\$111,695
31			\$102,290	\$105,602	\$108,919	\$113,330
32			\$103,926	\$107,238	\$110,554	\$114,966
33			\$105,562	\$108,874	\$112,190	\$116,602
34			\$107,198	\$110,509	\$113,826	\$118,238

Those individuals who are frozen on the last step of any column will receive a 1.5% increase over prior year salary, if they provide proof of 1 qualifying class in the past two school years. Without proof of 1 qualifying class in the past two school years, Those individuals who are frozen on the last step of any column will receive a 1.0% increase.

Appendix: 2024-2025 Salary Schedule

Salaries Include TRS Contribution - All Licensed Staff except PT,OT,BCBA

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$47,312	\$50,861	\$56,201	\$58,876	\$61,555	\$65,119
1	\$48,249	\$51,868	\$57,314	\$60,042	\$62,774	\$66,409
2	\$49,682	\$53,408	\$59,016	\$61,826	\$64,639	\$68,381
3	\$51,281	\$55,127	\$60,915	\$63,815	\$66,719	\$70,582
4	\$52,296	\$56,219	\$62,122	\$65,079	\$68,040	\$71,979
5	\$53,073	\$57,054	\$63,044	\$66,045	\$69,050	\$73,048
6	\$53,861	\$57,901	\$63,981	\$67,026	\$70,076	\$74,133
7	\$55,461	\$59,621	\$65,881	\$69,017	\$72,157	\$76,335
8	\$56,285	\$60,506	\$66,859	\$70,042	\$73,229	\$77,469
9	\$57,411	\$61,716	\$68,197	\$71,443	\$74,693	\$79,018
10	\$58,559	\$62,951	\$69,561	\$72,872	\$76,187	\$80,598
11		\$64,210	\$70,952	\$74,329	\$77,711	\$82,210
12		\$64,852	\$71,661	\$75,072	\$78,488	\$83,033
13		\$66,537	\$73,346	\$76,757	\$80,173	\$84,717
14		\$68,222	\$75,031	\$78,442	\$81,858	\$86,402
15		\$69,906	\$76,716	\$80,127	\$83,543	\$88,087
16			\$78,401	\$81,812	\$85,228	\$89,772
17			\$80,086	\$83,497	\$86,913	\$91,457
18			\$81,771	\$85,182	\$88,597	\$93,142
19			\$83,455	\$86,867	\$90,282	\$94,827
20			\$85,140	\$88,551	\$91,967	\$96,512
21			\$86,825	\$90,236	\$93,652	\$98,197
22			\$88,510	\$91,921	\$95,337	\$99,881
23			\$90,195	\$93,606	\$97,022	\$101,566
24			\$91,880	\$95,291	\$98,707	\$103,251
25			\$93,565	\$96,976	\$100,392	\$104,936
26			\$95,250	\$98,661	\$102,077	\$106,621
27			\$96,935	\$100,346	\$103,761	\$108,306
28			\$98,619	\$102,031	\$105,446	\$109,991
29			\$100,304	\$103,715	\$107,131	\$111,676
30			\$101,989	\$105,400	\$108,816	\$113,361
31			\$103,674	\$107,085	\$110,501	\$115,045
32			\$105,359	\$108,770	\$112,186	\$116,730
33			\$107,044	\$110,455	\$113,871	\$118,415
34			\$108,729	\$112,140	\$115,556	\$120,100

Those individuals who are frozen on the last step of any column will receive a 1.5% increase over prior year salary, if they provide proof of 1 qualifying class in the past two school years. Without proof of 1 qualifying class in the past two school years, Those individuals who are frozen on the last step of any column will receive a 1.0% increase.

Appendix: 2022-2023 Salary Schedule

Salaries include IMRF Contribution - PT,OT & BCBA's Only

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$44,000	\$47,300	\$52,267	\$54,754	\$57,247	\$60,561
1	\$45,416	\$48,822	\$53,949	\$56,516	\$59,089	\$62,510
2	\$46,315	\$49,789	\$55,017	\$57,635	\$60,259	\$63,748
3	\$47,003	\$50,528	\$55,834	\$58,491	\$61,154	\$64,694
4	\$47,702	\$51,279	\$56,663	\$59,361	\$62,062	\$65,655
5	\$49,118	\$52,802	\$58,346	\$61,124	\$63,905	\$67,604
6	\$49,848	\$53,586	\$59,213	\$62,031	\$64,854	\$68,609
7	\$50,844	\$54,658	\$60,398	\$63,272	\$66,151	\$69,981
8	\$51,861	\$55,751	\$61,605	\$64,537	\$67,473	\$71,381
9	\$52,899	\$56,867	\$62,838	\$65,828	\$68,824	\$72,808
10	\$53,427	\$57,435	\$63,466	\$66,486	\$69,512	\$73,537
11		\$58,927	\$64,957	\$67,979	\$71,004	\$75,028
12		\$60,420	\$66,450	\$69,471	\$72,496	\$76,521
13		\$61,912	\$67,942	\$70,964	\$73,988	\$78,013
14		\$63,403	\$69,435	\$72,455	\$75,480	\$79,505
15		\$64,896	\$70,926	\$73,947	\$76,973	\$80,998
16			\$72,419	\$75,440	\$78,465	\$82,489
17			\$73,911	\$76,932	\$79,957	\$83,982
18			\$75,403	\$78,425	\$81,449	\$85,474
19			\$76,896	\$79,916	\$82,942	\$86,967
20			\$78,387	\$81,408	\$84,434	\$88,458
21			\$79,880	\$82,901	\$85,925	\$89,950
22			\$81,372	\$84,393	\$87,418	\$91,443
23			\$82,865	\$85,885	\$88,910	\$92,935
24			\$84,356	\$87,377	\$90,403	\$94,428
25			\$85,848	\$88,870	\$91,895	\$95,919
26			\$87,341	\$90,362	\$93,386	\$97,411
27			\$88,833	\$91,854	\$94,879	\$98,904
28			\$90,326	\$93,346	\$96,371	\$100,396
29			\$91,817	\$94,838	\$97,864	\$101,888
30			\$93,309	\$96,331	\$99,355	\$103,380
31			\$94,802	\$97,823	\$100,848	\$104,873
32			\$96,294	\$99,314	\$102,340	\$106,365
33			\$97,786	\$100,807	\$103,832	\$107,857
34			\$99,278	\$102,299	\$105,325	\$109,349

Those individuals who are frozen on the last step of any column will receive a 1.5% increase over prior year salary, if they provide proof of 1 qualifying class in the past two school years. Without proof of 1 qualifying class in the past two school years, Those individuals who are frozen on the last step of any column will receive a 1.0% increase.

Appendix: 2023-2024 Salary Schedule

Salaries include IMRF Contribution - PT,OT & BCBA's Only

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$44,440	\$47,773	\$52,790	\$55,302	\$57,819	\$61,167
1	\$45,760	\$49,192	\$54,358	\$56,944	\$59,536	\$62,984
2	\$47,233	\$50,775	\$56,107	\$58,777	\$61,452	\$65,010
3	\$48,168	\$51,780	\$57,218	\$59,941	\$62,669	\$66,298
4	\$48,883	\$52,549	\$58,068	\$60,831	\$63,600	\$67,282
5	\$49,610	\$53,330	\$58,930	\$61,735	\$64,544	\$68,281
6	\$51,083	\$54,914	\$60,680	\$63,569	\$66,461	\$70,309
7	\$51,842	\$55,729	\$61,582	\$64,512	\$67,448	\$71,354
8	\$52,878	\$56,844	\$62,813	\$65,803	\$68,797	\$72,780
9	\$53,936	\$57,981	\$64,069	\$67,118	\$70,172	\$74,236
10	\$55,015	\$59,141	\$65,351	\$68,461	\$71,577	\$75,720
11		\$59,732	\$66,005	\$69,146	\$72,292	\$76,478
12		\$61,284	\$67,556	\$70,698	\$73,844	\$78,029
13		\$62,836	\$69,108	\$72,250	\$75,395	\$79,581
14		\$64,389	\$70,660	\$73,802	\$76,948	\$81,134
15		\$65,940	\$72,212	\$75,353	\$78,500	\$82,686
16			\$73,763	\$76,905	\$80,052	\$84,238
17			\$75,315	\$78,457	\$81,604	\$85,789
18			\$76,867	\$80,009	\$83,155	\$87,341
19			\$78,420	\$81,562	\$84,707	\$88,893
20			\$79,972	\$83,113	\$86,259	\$90,445
21			\$81,523	\$84,665	\$87,811	\$91,996
22			\$83,075	\$86,217	\$89,362	\$93,548
23			\$84,627	\$87,769	\$90,915	\$95,100
24			\$86,179	\$89,320	\$92,467	\$96,653
25			\$87,730	\$90,872	\$94,019	\$98,205
26			\$89,282	\$92,424	\$95,571	\$99,756
27			\$90,834	\$93,976	\$97,122	\$101,308
28			\$92,387	\$95,529	\$98,674	\$102,860
29			\$93,939	\$97,080	\$100,226	\$104,412
30			\$95,490	\$98,632	\$101,778	\$105,963
31			\$97,042	\$100,184	\$103,329	\$107,515
32			\$98,594	\$101,736	\$104,881	\$109,067
33			\$100,146	\$103,287	\$106,434	\$110,620
34			\$101,697	\$104,839	\$107,986	\$112,172

Those individuals who are frozen on the last step of any column will receive a 1.5% increase over prior year salary, if they provide proof of 1 qualifying class in the past two school years. Without proof of 1 qualifying class in the past two school years, Those individuals who are frozen on the last step of any column will receive a 1.0% increase.

Appendix: 2024-2025 Salary Schedule

Salaries include IMRF Contribution - PT,OT & BCBA's Only

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$44,884	\$48,251	\$53,318	\$55,855	\$58,397	\$61,778
1	\$45,773	\$49,206	\$54,374	\$56,961	\$59,554	\$63,002
2	\$47,133	\$50,668	\$55,989	\$58,653	\$61,323	\$64,873
3	\$48,649	\$52,298	\$57,790	\$60,540	\$63,296	\$66,961
4	\$49,613	\$53,334	\$58,935	\$61,739	\$64,549	\$68,286
5	\$50,350	\$54,126	\$59,810	\$62,656	\$65,508	\$69,301
6	\$51,098	\$54,930	\$60,698	\$63,587	\$66,481	\$70,330
7	\$52,616	\$56,562	\$62,500	\$65,476	\$68,455	\$72,418
8	\$53,397	\$57,401	\$63,429	\$66,448	\$69,472	\$73,494
9	\$54,464	\$58,549	\$64,698	\$67,777	\$70,860	\$74,963
10	\$55,554	\$59,720	\$65,991	\$69,132	\$72,278	\$76,463
11		\$60,916	\$67,312	\$70,515	\$73,724	\$77,992
12		\$61,524	\$67,985	\$71,220	\$74,461	\$78,773
13		\$63,123	\$69,582	\$72,819	\$76,060	\$80,370
14		\$64,721	\$71,181	\$74,417	\$77,657	\$81,969
15		\$66,320	\$72,780	\$76,016	\$79,256	\$83,568
16			\$74,379	\$77,614	\$80,855	\$85,166
17			\$75,976	\$79,212	\$82,453	\$86,765
18			\$77,575	\$80,811	\$84,052	\$88,362
19			\$79,173	\$82,410	\$85,650	\$89,961
20			\$80,772	\$84,008	\$87,248	\$91,560
21			\$82,371	\$85,606	\$88,847	\$93,159
22			\$83,968	\$87,205	\$90,446	\$94,756
23			\$85,567	\$88,803	\$92,043	\$96,355
24			\$87,166	\$90,402	\$93,642	\$97,953
25			\$88,764	\$92,000	\$95,241	\$99,552
26			\$90,362	\$93,598	\$96,839	\$101,151
27			\$91,961	\$95,197	\$98,438	\$102,748
28			\$93,559	\$96,796	\$100,036	\$104,347
29			\$95,158	\$98,394	\$101,634	\$105,946
30			\$96,757	\$99,992	\$103,233	\$107,545
31			\$98,354	\$101,591	\$104,832	\$109,142
32			\$99,953	\$103,189	\$106,429	\$110,741
33			\$101,552	\$104,788	\$108,028	\$112,339
34			\$103,150	\$106,386	\$109,627	\$113,938

Those individuals who are frozen on the last step of any column will receive a 1.5% increase over prior year salary, if they provide proof of 1 qualifying class in the past two school years. Without proof of 1 qualifying class in the past two school years, Those individuals who are frozen on the last step of any column will receive a 1.0% increase.