

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

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

AND

**THE OAK LAWN-HOMETOWN SCHOOL DISTRICT 123
SUPPORT STAFF COUNCIL #123**

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 Oak lawn-Hometown School Support Staff Council #123 of Local 943, Illinois Federation of Teachers, 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. Article IV, Section 10 of the CBA shall be amended as detailed in Appendix A, attached to this MOU. The starting salaries reflecting the parties' agreement are attached to this MOA as Appendix B.
3. The CBA is hereby amended to include salaries 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



President



Secretary

For the District 123 Support Staff Council
IFT-AFT, Local 943





Appendix A

Section 10. Wage Schedule

A. Employees currently on staff shall be compensated as follows:

Employees in each category will receive the percentage salary/dollar increase shown for each year below:

	2022-23	2023-2024	2024-2025
Maintenance Aide	4.25%+ \$1/hr	3.50%	3.00%
Receptionist & Office Aides	4.25%+ \$1/hr	3.50%	3.00%
Teaching Aides	4.25%+ \$1.50 hr	3.50%	3.00%
Instructional Aides	4.25%+ \$1/hr	3.50%	3.00%
Building Secretary/ Program Secretary	4.25%+ \$1.50 hr	3.50%	3.00%
All Other Staff	4.25%+ \$1/hr	3.50%	3.00%

District employees hired to work in the COTA position shall be paid a salary equal to eighty percent (80%) of the salary paid to Occupational Therapists, which is specified in the collective bargaining agreement between the Board and the District 123 Teachers' Council for the Southwest Suburban Federation of Teachers, AFT Local 943.

Nurses in the support staff bargaining group will receive as salary the prorated amount calculated from the certified teachers salary schedule, BA column and step commensurate with the nurse's years of experience.

Level 1: CSN + Head Nurse Duties - 100%

Level 2: RN with B.S. (4-Year Degree) - 80%

Level 3: RN without B.S (2-3 year Program) - 75%

Level 4: New Hires, with or without a B.S - 70%

Appendix B - Starting Salaries

Starting Salaries - Hourly	FY22	FY23	FY24	FY25
Instructional Aides	\$15.66	\$16.99	\$17.33	\$17.68
Teacher Aides	\$13.64	\$14.93	\$15.23	\$15.54
Building Secretary	\$14.61	\$15.92	\$16.24	\$16.57
Office Aides	\$13.13	\$14.41	\$14.70	\$14.99
Receptionists	\$13.13	\$13.90	\$14.18	\$14.46
CNA	\$17.15	\$17.49	\$17.84	\$18.20
Computer Technician Without COMPTIA A+ Certification	\$26.96	\$27.50	\$28.05	\$28.61
Computer Technician With COMPTIA A+ Certification	\$31.45	\$32.08	\$32.72	\$33.37
Custodian	\$17.44	\$17.79	\$18.14	\$18.51
Maintenance	\$18.22	\$18.58	\$18.96	\$19.34
Maintenance Aide/Media Aide	\$13.64	\$14.42	\$14.71	\$15.01