

## MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF UNDERSTANDING** (“MOA”) is entered into between the Board of Education of Kildeer Countryside Community Consolidated School District #96 (“the Board”), and the Kildeer Education Association (“KEA” or “the Association”) (collectively, the “Parties”).

**WHEREAS**, the Association is the sole and exclusive bargaining representative for all full and regularly employed part-time certified personnel (specifically including: psychologists, social workers, nurses, ESL teachers, and counselors) hereinafter referred to as “teachers”, with the exclusion of supervisory or managerial employees as set forth in the Parties’ Collective Bargaining Agreement and Certification of Representative filed with the IELRB;

**WHEREAS**, the Board and the Association are parties to a Collective Bargaining Agreement effective 2017 through 2023 (the “CBA”) as well as parties to the successor CBA effective 2023-2029 (the “Successor CBA”);

**WHEREAS**, during the negotiations on the Successor CBA, the parties agreed to add to Article VII a new section concerning Salary Schedule Placement which included a provision on lane placement for school psychologists, social workers and speech pathologists;

**WHEREAS**, since the settlement and execution of the Successor CBA, the Parties have discovered an error in said provision which the Parties mutually wish to correct;

**NOW THEREFORE**, in consideration of the promises and mutual undertakings and agreements of the Parties hereto, the Board and the Association hereby agree as follows:

### **I. Revised Section 7.18**

The parties agree that effective immediately upon approval of this MOA that Section 7.18 of the Successor CBA shall be amended to read as follows:

“Teachers who are employed by the Board will be given credit on the salary schedule for teaching experience outside of District 96. Full credit will be given for each year of experience in a public school for up to 20 years of credit.

Teachers returning to the District after terminating their employment will have all previous teaching experience treated as if it were experience outside of the District.

Lane placements for school psychologists, school social workers, and speech/language pathologists that complete Masters degree programs that include more hours than thirty (30) hours of a typical master's program in other fields, may be placed as follows:

Masters Program contains:

Hours in Masters Degree Program	Salary Placement
30-44	MA+0
45-59 Hours	MA+15
60+ Hours	MA+30

Example 1: Mr. Sox attends a Masters Program that is a 42 hour program to earn an MA in School Social Work. Mr. Sox will be placed in the MA+0 lane but be given MA+12 credit.

Example 2: Ms. Bull attends a Masters Program that is a 58 hour program to earn an MA in School Psychology. Ms. Bull will be placed in the MA+15 lane but be given MA+28 credit.

Courses taken as part of an undergraduate degree that waive courses taken for the Masters degree are not considered as part of the extended degree and therefore are not given consideration for extended placement on the salary schedule. Graduate coursework taken after a conferred Masters degree may be used towards placement on the salary schedule.”

## **II. Effect of Agreement**

This MOA applies solely to the need for an amendment of an error in Section 7.18, and is not intended to modify, amend, or otherwise affect any other provision of the CBA or the Successor CBA. In addition, the resolution of this error is unique to the circumstances of the error in Section 7.18 and shall not in any way constitute a precedent or past practice with respect to the application of either the CBA or the Successor CBA moving forward.

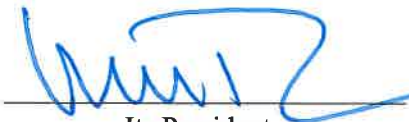
## **III. Effective Date**

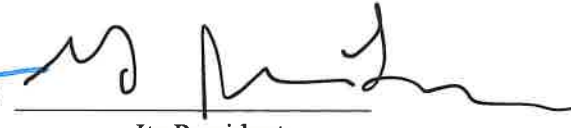
This MOA is effective upon execution by the parties and for the duration of the CBA and the Successor CBA terms.

IN WITNESS WHEREOF, the Board and the Association have caused this Memorandum of Agreement to be executed by the signatures of their authorized representatives as set forth below.


Board of Education  
Kildeer Countryside Community  
Consolidated School District #96  
County of Lake, State of Illinois

Kildeer Education Association

By:   
Its President

By:   
Its President

ATTEST:

  
Secretary

Date: 3-2-23

Date: March 7, 2023