

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made by and between the Board of Education of Community Consolidated School District 46 (the "Board") and the Grayslake Federation of Teachers, Lake County Federation of Teachers, Local 504, IFT-AFT, AFL-CIO (the "Union") and shall be incorporated into the Collective Bargaining Agreement between the parties for the 2019-2020 and 2020-2021 school years.

1. Article V.C. (Extracurricular/Supplemental Duty Pay)

Coaches and other extracurricular/supplemental duty personnel shall be paid in one (1) payment at the end of their session and/or activity upon filing a certificate of completion with the building principal. Any extracurricular/supplemental duties not listed in the Extracurricular/Supplemental Duty Pay Chart as well as any hourly event/work, including but not limited to, Saturday Detention, Saturday School, Building-Wide After School Detention Proctor, Friday Night Out Supervisors, Intramurals/Activities Supervisors, Principal Designee (as assigned), Homework Club, Newspaper, Job Alike Mentor and event work at Fine Arts/Sports Events shall be paid at the following hourly rate:

2019-2021
\$18.14

Extracurricular/Supplemental Duty Pay Chart Group Rates

<u>Group Rates</u>	<u>2019-2021</u>
Group I	\$3,603
Group II	\$2,883
Group III	\$2,161
Group IV	\$1,443
Group V	\$1,082
Group VI	\$540

2. Article V.D. (Summer School)

Pay for summer school and ESY shall be thirty-one dollars and forty-two cents (\$31.42) per hour worked in the summers of 2020 and 2021.

The Summer Coordinator position shall be paid eight thousand three hundred fifty-nine dollars and forty-eight cents (\$8,359.48) in 2019-2020 and 2020-2021 school years.

The Special Programs (ESY, Pre-K) Summer Coordinator position shall be paid the lesser of eight thousand three hundred fifty-nine dollars and forty-eight cents (\$8,359.48) in the 2019-2020

and 2020-2021 school years or an amount equal to the administrative cost limitation applicable to the grants funding the special programs.

3. Article V.I. (Tuition Reimbursement)

The Board shall reimburse the cost of graduate course tuition, including all required textbook fees, up to two thousand two hundred sixty-six dollars (\$2,266) per teacher per school year and not to exceed one hundred ten thousand dollars (\$110,000) per school year.

4. Article V.O. (Salary)

For the 2019-2020 school year, teachers hired with no prior credited teaching experience shall be placed on Level 1 and have a beginning teacher salary of \$37,607 (BA+0). For the 2020-2021 school year, teachers hired with no prior credited teaching experience shall be placed on Level 1 and have a beginning teacher salary of \$38,547 (BA+0).

Tier Salary Increases:

Tier 1 Base Salary shall increase by the following percentages:

- 2019-2020: four percent (4.0%)
- 2020-2021: three and six tenths percent (3.6%)

Tier 2 Base Salary shall increase by the following percentages:

- 2019-2020: four percent (4.0%)
- 2020-2021: three and six tenths percent (3.6%)

5. Article V.Q. (Internal Substitute Pay)

Any teacher who substitutes for another class during his/her preparation period shall be paid per period at the rate below.

2019-2021
\$21.86

Any teacher who substitutes for another class at any time other than during his/her preparation period shall receive compensation per 50-minute period or fraction thereof at the rate below.

2019-2021
\$21.86

6. The day of strike will not be made-up. The "Dock-Day" will be deducted from the teacher's paycheck that includes retroactive payment of the negotiated raises.

7. **Health Insurance Advisory Committee** - The Parties will establish an advisory insurance committee to collect information about potential health insurance savings that will benefit both the employer and employees and to make recommendations to the Board of Education.

**For the Board of Education,
Community Consolidated School District 46**

By: James Weck
President, Board of Education

Attest: [Signature]
Secretary Board of Education

For the Grayslake Federation of Teachers

By: Michael Baye
President

Date: November 20, 2019

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