

**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 PSRP, 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.I. (Professional Growth)**

In accordance with the requirements set forth below, the Board will reimburse the cost of course tuition, including all required textbook fees

1. up to one thousand six hundred sixty-two dollars (\$1,662) per PSRP per year for a Masters Degree or higher degree coursework;
  
- up to eight hundred thirty-one dollars (\$831) for Baccalaureate Degree coursework and/or, with the approval of the Superintendent or designee, certification programs coursework and;

up to four hundred sixteen dollars (\$416) for associates Degree.

3. The Board shall reimburse the cost of course tuition, per year, including all required textbook fees, up to eight hundred forty-nine dollars (\$849) per PSRP for continuing education credit courses required for Occupational Therapist and/or Occupational Therapy Assistants required to maintain licensure.

**3. Article VI.M. (Wages)**

For the 2019-2020 school year, all PSRP shall receive a wage/salary increase of four percent (4.0%) over the prior year's wage/salary rate.

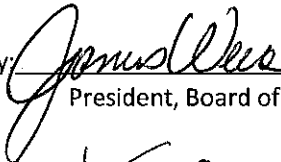
For the 2020-2021 school year, all PSRP shall receive a wage/salary increase of three and six tenths percent (3.6%) over the prior year's wage/salary rate.

The wages/salaries listed in the Entry Level PSRP Wage/Salary Schedule (Appendix A) will increase 2.5% for 2019-2020 and 2.5 % for 2020-2021.

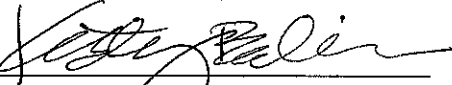
4. The day of strike will not be made-up. The "Dock-Day" will be deducted from the PSRP's paycheck that includes retroactive payment of the negotiated raises.
5. **Health Insurance Advisory Committee** - The Parties will establish an advisory insurance committee to collect information about potential 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**

**For the Grayslake PSRP**

By:   
\_\_\_\_\_  
President, Board of Education

By:   
\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
Secretary, Board of Education

Date: November 20 2019

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