

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 ") renewing and extending the Collective Bargaining Agreement between the Parties for one (1) year from July 1, 2021 until June 30, 2022, subject to the terms and conditions set forth below, which shall be incorporated into the Agreement.

1. Article V.O. (Salary)

For the 2021-2022 school year, teachers hired with no prior credited teaching experience shall be placed on Level 1 and have a beginning teacher salary of \$39,511 (BA+0).

Tier Salary Increases:

Tier 1 Base Salary shall increase by the following percentages:

2021-2022: three and five tenths percent (3.5%)

Tier 2 Base Salary shall increase by the following percentages:

2021-2022: three and five tenth percent (3.5%)

Tier 3 Base Salary shall increase by the following percentages:

2021-2022: three and five tenth percent (3.5%)

2. A Teacher who has submitted her/his notice of retirement pursuant to Article V.P. will continue to receive an increase to her/his base salary as set forth in said Article.

3. Professional Distinction Bonus:

Each teacher who worked for the School District during the 2020-2021 school year will receive a one-time \$1,000 bonus as follows:

- a. Teachers hired after the start of the 2020-2021 school year will receive a prorated bonus based on their hire date to the nearest quarter of the school year.
- b. A Teacher who provided notice of intent to retire at the end of the 2020-2021 school year will receive the bonus payment as a post-retirement payment.
- c. A Teacher who has provided notice of her/his intent to retire in accordance with Article V.P. and for whom the bonus would cause an increase in creditable earnings to exceed

6% over the prior year's creditable earnings will receive a reduced bonus to avoid TRS penalties, with the balance of the bonus to be paid post-retirement.


- d. The bonus will be paid to then currently employed Teachers on December 30, 2021 by separate payment from their regular salary payment, but using the method selected by the Teachers to receive such regular salary payments (e.g., direct deposit, paycheck).

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

For the Grayslake Federation of Teachers

By: 
President, Board of Education

By: 
President

Attest: 
Secretary, Board of Education

Date: 5/28, 2021

Date: 6/9, 2021