

**MEMORANDUM OF UNDERSTANDING
TO EXTEND 2016-2019 COLLECTIVE BARGAINING AGREEMENT
FOR AN ADDITIONAL YEAR**

This Memorandum of Understanding between the Hazel Crest Federation of Teachers, Local 943, IFT/AFT and the Board of Education of Hazel Crest School District No. 152.5 extends the terms of the 2016-2019 Collective Bargaining Agreement between the parties in all respects for one (1) additional year, except as described herein below.

1. Teachers on the 2018-2019 teacher salary schedule who have not reached the bottom of that schedule (i.e. who can move down one step and remain on the schedule), will move down a step and in so doing receive a 3% pay raise for the 2019-2020 school year;
2. Teachers off the 2018-2019 teacher salary schedule will receive a \$1,350.00, \$1,450.00, or a \$1,550.00 pay raise (depending on the number of years they have been off the schedule) for the 2019-2020 school year pursuant to the terms of Footnote 2 on the 2018-2019 teacher salary schedule;
3. Article XIV, "End-of-Career Salary Increases" (Retirement Program), is hereby deleted and the benefits set forth in that article are not available to employees unless they gave the required retirement notice by March 1, 2019 (See Article XIV, B.6).;
4. As a result of the U.S. Supreme Court decision in *Janus*, Article I.7, "Fair Share" is hereby deleted.
5. Support staff employed under Article XV of the 2016-2019 Collective Bargaining Agreement will receive a 3% pay raise for the 2019-2020 school year. Teacher Aides who hold a Bachelor degree will continue to earn an additional \$2.00 an hour.
6. Article XVII.1 (Duration) is hereby amended, and except as otherwise noted herein, the terms of the 2016-2019 Collective Bargaining Agreement will continue in effect through August 31, 2020. Notice to negotiate a successor agreement to the 2016-2020 (the Collective Bargaining Agreement) is to be given by March 1, 2020.

This Agreement is signed this 21st day of October, 2019.

IN WITNESS WHEREOF:

For the Hazel Crest Federation
of Teachers, Local 943, IFT/AFT

Cindy Keiser
President

Gavette Evans
Vice-President of Support Staff

For the Board of Education,
Hazel Crest School District 152½

[Signature]
President

Gertrude Rucker
Secretary

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