

**MEMORANDUM OF UNDERSTANDING
TO EXTEND 2016-2019 COLLECTIVE BARGAINING AGREEMENT
FOR ONE ADDITIONAL YEAR (2020-2021)**

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 (which has already been extended for one (1) additional year through the 2019-2020 school year) except as described herein below.

1. Teachers on the 2019-2020 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 2020-2021 school year;

2. Teachers off the 2019-2020 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 2020-2021 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 retained for the 2020-2021 school year so long as employees meet the eligibility requirements and give the required retirement notice by March 1, 2021 (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 (and its one-year extension) will receive a 3% pay raise for the 2020-2021 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 (and its one-year extension) will continue in effect through August 31, 2021. Notice to negotiate a successor agreement to the 2016-2020 (the Collective Bargaining Agreement) is to be given by March 1, 2021.

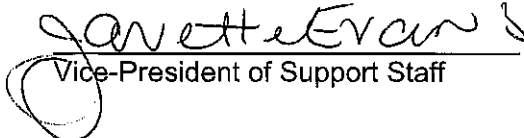
This Agreement is signed this 50th day of July, 2020.

IN WITNESS WHEREOF:

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

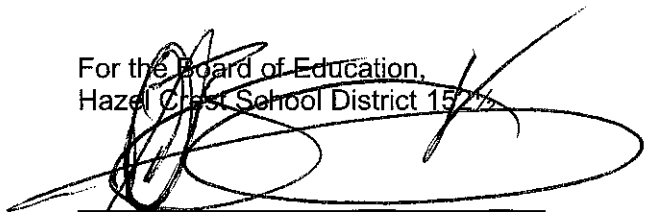


President

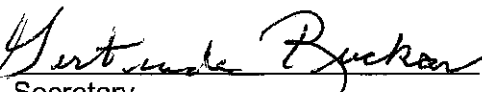


Vice-President of Support Staff

For the Board of Education,
Hazel Crest School District 152.5



President



Secretary