

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE BOARD OF EDUCATION OF
SKOKIE SCHOOL DISTRICT NO. 73.5 ("DISTRICT" or "BOARD")
AND THE McCracken, Middleton, Meyer Education Association,
IEA-NEA ("ASSOCIATION") REGARDING APPENDIX A
OF THE 2017-2020 COLLECTIVE BARGAINING AGREEMENT**

The Board and the Association entered into a three (3) year Collective Bargaining Agreement for the 2017-2020 school years, which Agreement modified the way teachers are paid and how pay raises will be calculated. After approving the Agreement, it came to the attention of the parties that certain new hires could possibly be paid salaries higher than the salaries of similarly experienced and educationally credentialed current staff. To eliminate this possibility, the parties have agreed to modify Appendix A of the 2017-2020 Collective Bargaining Agreement as reflected in new Appendix A, which is attached hereto and marked Exhibit 1.


Also, the parties agree that one teacher who was hired for the 2017-2018 year and is currently being paid \$49,659.00 for the 2017-2018 school year will receive a pay raise next year of .86%, which will bring his/her salary to \$50,086.00 for the 2018-2019 school year.

For the Board of Education of Skokie
School District No. 73.5



Date: 9.12.2017

For the McCracken, Middleton, Meyer
Education Association, IEA-NEA



Date: 9-12-2017

APPENDIX A
COMPENSATION AND SALARY SYSTEM AND PLACEMENT

1. BASE SALARY SYSTEM AND CHART

Beginning in the 2017-2018 school year, the base salary chart and system described in this Article will replace the teachers' salary schedule. This Agreement will have four (4) lanes as described below. Lane placement of each current employee will be based on the employee's lane placement on the 2016-2017 salary schedule. All lanes will have minimum values and newly hired employees cannot be paid lower than the lane minimums. The lane minimums will increase each school year per the values indicated in this Agreement.

Newly hired employees will not be hired at salaries greater than current employees with the same education and experience. However, the Superintendent may grant bonus years of credit beyond a candidate's actual relevant experience (maximum total of 11 years of prior experience) if she or he determines that this action is necessary to compete for staff to fill positions where the demand significantly exceeds the supply.

Minimum Base Salaries by Class Using Above Multipliers to BA Base (Increased 2% annually)

| | <u>BA</u> | <u>MA/BA+40</u> | <u>MA+18</u> | <u>MA+36/Second MA</u> |
|------------------|------------------|------------------------|---------------------|-------------------------------|
| 2016-2017 | \$44,666.09 | \$48,933.52 | \$49,464.61 | \$49,601.29 |
| 2017-2018 | \$ 45,506.00 | \$ 47,107.00 | \$ 49,902.00 | \$ 50,449.00 |
| 2018-2019 | \$ 46,386.00 | \$ 48,036.00 | \$ 50,914.00 | \$ 51,477.00 |
| 2019-2020 | \$ 47,308.00 | \$ 49,007.00 | \$ 51,971.00 | \$ 52,551.00 |

2. LANE PLACEMENT

The lane placement will be determined by the degrees and professional growth as set forth in Appendix D on file in the Superintendent's office on or before October 1 of each school year.

3. HORIZONTAL MOVEMENT ON THE SCALE

Employees moving from the BA lane to the MA/BA+40 lane will receive a ten percent (10%) increase on their prior year's base salaries. Employees moving from the MA/BA+40 lane to the MA+18 lane will receive a three percent (3%) increase on their base salaries. Employees moving from the MA+18 lane to the MA+36/Second MA lane will receive a three percent (3%) increase on their base salaries.

Employees may move only one lane in a school year.

4. ELIMINATE LANES/CLASSES

Employees in BA+15 lane as of July 1, 2017 will receive five percent (5%) to move into the MA or BA+40 lane. No other employees may move into the BA+15 lane.

5. SALARY INCREASES – CURRENT EMPLOYEES

2017-2018

Employees will receive a 3.0% increase over their 2016-2017 base salaries.

2018-2019

Employees will receive a 3.0% increase over their 2017-2018 base salaries.

2019-2020

Employees will receive a 3.0% increase over their 2018-2019 base salaries.

Employees moving horizontally will add the annual percentage pay raise to the

horizontal movement percentage pay raise to determine their total pay raise.

EXAMPLE: The salary of an employee in the BA lane earning \$51,038.03 in 2016-2017 who will move into the MA/BA+40 lane in 2017-2018, will be determined as follows:

- Salary increase of 3%
- Horizontal movement of 10%
- $10\% + 3\% = 13\%$
- $1.13 \times \$51,038.03 = \$57,672.97$ (2017-2018 salary)