

**MEMORANDUM OF UNDERSTANDING
APPLICATION OF CBA SECTION 9.2 FOR CERTAIN PARAPROFESSIONALS**

This Memorandum of Understanding ("MOU") is entered into so as to clarify what was discussed in contract re-opener negotiations regarding the 2026-2027 wage rate for certain returning paraprofessionals with wage enhancement(s). As a result of negotiation discussions, the parties agree as follows:

1. The District and Union are parties to a collective bargaining agreement, effective for the period from 2025-2028 (the "2025-2028 Agreement"). Section 9.2 addresses wage increases for employees. Appendix A addresses starting wage rates for new hires and wage rate enhancements, including fluency in a "top five language" and holding a valid substitute license and/or professional educator license.
2. The District had an unexpected need to hire paraprofessionals for the 2026-2027 school year. Some of the paraprofessionals hired were also eligible for a wage enhancement(s). This resulted in an unintended consequence based on the contractual language that 18 returning paraprofessionals with wage enhancement(s) were paid slightly less than new hires with wage enhancement(s).
3. The District's CSBO and the Union President will exchange an agreed-upon list of the 18 impacted paraprofessionals subject to this MOU. The District and Union agree that, for the 2026-2027 school year only, the 18 impacted paraprofessionals identified by the parties shall have their wage increase for the 2026-2027 school year applied as follows: they shall be increased to the starting wage rate for paraprofessionals as set forth in Appendix A; the 3.75% annual wage increase will then be applied; their applicable wage enhancement(s) will then be applied. This shall be applied retroactive to the first workday for paraprofessionals for the 2026-2027 school year. This new rate will be used to apply the 2027-2028 wage increase, provided they return to work for the District.
4. Except as may be stated herein, all other terms of the 2025-2028 Agreement remain in full force and effect.
5. This MOU is non-precedential in nature and shall not constitute binding precedent for the District or Union in any grievance arbitration or any other contested hearing or proceeding.
6. This MOU is effective upon execution by the parties as set forth below.

**SKOKIE 73.5 PSRP COUNCIL
LOCAL 1274, IFT-AFT/AFL-CIO**

By: Bethany Mullins
Bethany Mullins, President

Date: 9/25/26

**ON BEHALF OF
SKOKIE SCHOOL DISTRICT 73.5
COOK COUNTY, ILLINOIS**

By: [Signature]
Superintendent

Date: 9/25/26