

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT ("MOA") is made and entered into this 19th day of May, 2020, by and between the Board of Education of Naperville Community Unit School District No. 203 (the "Board") and the Naperville Unit Education Association (the "Association") to facilitate a one-year extension of the 2016-2020 Collective Bargaining Agreement (the "CBA"), through June 30, 2021.

WHEREAS, the Association is the exclusive bargaining representative for the District's full-time and part-time regularly employed certificated personnel, as set forth in Article I, Section 1.1 of the CBA;

WHEREAS, the parties' current CBA expires on June 30, 2020;

WHEREAS, the Board and Association have agreed to extend the terms of the CBA for a period of one calendar year and to modify certain provisions of the CBA for the 2020-2021 contract year; and

WHEREAS, the Board and the Association have agreed that the terms of this MOA for the 2020-2021 contract year as set forth below shall not constitute a precedent for any future agreement and shall not constitute the status quo of the CBA for purposes of future negotiations.

NOW, THEREFORE, in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the Board and Association as follows:

1. Term of Agreement

Article 14, Section 14.4 of the CBA is amended to read as follows:

Term of Agreement – This agreement shall be effective at midnight (12:00 a.m.) on the first teacher employment day of the 2020-2021 school year and shall continue in effect until 11:59 p.m. on June 30, 2021.

2. Compensation

Appendix A of the CBA is amended to provide a revised salary schedule for the 2020-2021 contract year. For the 2020-2021 contract year, all bargaining unit members will receive salaries to be determined by applying the 2020-2021 Teachers' Salary Schedule, attached as Exhibit 1.

3. Pay Dates

a. Article 6, Section 6.11 of the CBA is amended to read as follows:

Payroll Installments– Contracts for employees shall be paid in 27 equal installments, distributed through direct deposit to the account and institution of the employee's choosing.

b. Appendix D of the CBA is amended to provide payroll dates for the 2020-2021 contract year as set forth in the 2020-2021 Payroll Dates Schedule, attached as Exhibit 2.

4. April 22, 2019 MOU

The terms of the parties' Memorandum of Understanding dated April 22, 2019, attached as Exhibit 3, shall remain in full force and effect for the 2020-2021 contract year.

5. Elementary Meetings

For the 2020-2021 contract year, there will be no more than two elementary principal-called meetings before or after school per week. It is understood that PLC meetings are not principal-called meetings.

6. Retirement Incentive

a. The retirement incentive under Article 6, Section 6.14(A) of the CBA will be continued through the 2020-2021 contract year. In no instance will a bargaining unit member's 2020-2021 salary be reduced by entering into this MOA subject to the statutory creditable earnings cap up to 6% under Article 6, Section 6.14(A) of the CBA.

b. Any employee who exercised their intent to retire under Article 6, Section 6.14(A) during the 2019-2020 contract year and received a 3% salary increase will be placed back on the salary schedule, including service credit and lane placement, as if they had not exercised the benefit. However, these employees will still be subject to the statutory creditable earnings cap up to 6% under Article 6, Section 6.14(A) the CBA.

7. Effect of MOA

Except as otherwise provided in this MOA, the remaining provisions of the CBA will continue in effect through the extended term of the CBA.

8. Non-Precedential

The parties agree that the circumstances leading to the creation of this MOA are unique and that entering into this MOA will not constitute a precedent for any future dealings between the parties concerning the subject matters of this MOA and that the terms of this MOA will not constitute the status quo of the CBA for purposes of future negotiations.

9. Entire Agreement

This MOA sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof and there are no promises, agreements or undertakings, either oral or written, expressed or implied between them other than as herein set forth.

10. Amendment of MOA

Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this MOA shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

11. Effective Date

This MOA is effective immediately upon execution by the authorized representatives of the Board and the Association as set forth below.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed by the signatures of their authorized representatives as set forth below.

Dated: May 13, 2020

NAPERVILLE UNIT EDUCATION ASSOCIATION

By: 
President

Dated: May 19, 2020

**BOARD OF EDUCATION OF NAPERVILLE
COMMUNITY UNIT SCHOOL DISTRICT NO. 203**

By: 
President, Board of Education

**BOARD OF EDUCATION OF NAPERVILLE
COMMUNITY UNIT SCHOOL DISTRICT NO. 203**

By: 
Secretary, Board of Education

EXHIBIT 1
2020-2021 Teachers' Salary Schedule

				←----- Career 203 Points ----->					
				0	120	240	360	420	540
	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	\$49,616	\$50,509	\$52,210	\$55,793	\$58,527	\$61,255	\$63,989	\$66,682	\$68,667
	1.0000	1.0180	1.0523	1.1245	1.1796	1.2346	1.2897	1.3440	1.3840
1	\$50,468	\$51,789	\$53,489	\$57,707	\$60,441	\$63,170	\$65,903	\$68,598	\$70,583
	1.0172	1.0438	1.0781	1.1631	1.2182	1.2732	1.3283	1.3826	1.4226
2	\$51,318	\$53,063	\$54,765	\$59,623	\$62,357	\$65,085	\$67,819	\$70,513	\$72,497
	1.0343	1.0695	1.1038	1.2017	1.2568	1.3118	1.3669	1.4212	1.4612
3	\$52,171	\$54,339	\$56,040	\$61,538	\$64,272	\$67,000	\$69,734	\$72,428	\$74,413
	1.0515	1.0952	1.1295	1.2403	1.2954	1.3504	1.4055	1.4598	1.4998
4	\$53,018	\$55,619	\$57,321	\$63,459	\$66,187	\$68,915	\$71,650	\$74,343	\$76,327
	1.0686	1.1210	1.1553	1.2790	1.3340	1.3890	1.4441	1.4984	1.5384
5	\$53,872	\$56,963	\$58,664	\$65,547	\$68,102	\$70,835	\$73,565	\$76,259	\$78,244
	1.0858	1.1481	1.1824	1.3211	1.3726	1.4277	1.4827	1.5370	1.5770
6	\$55,291	\$58,313	\$60,014	\$67,536	\$70,086	\$72,820	\$75,549	\$78,249	\$80,234
	1.1144	1.1753	1.2096	1.3612	1.4126	1.4677	1.5227	1.5771	1.6171
7				\$69,521	\$72,076	\$73,565	\$77,539	\$80,234	\$82,217
				1.4012	1.4527	1.4827	1.5628	1.6171	1.6571
8				\$71,505	\$74,061	\$75,554	\$79,524	\$82,217	\$84,202
				1.4412	1.4927	1.5228	1.6028	1.6571	1.6971
9				\$73,495	\$76,045	\$77,539	\$81,508	\$84,206	\$86,191
				1.4813	1.5327	1.5628	1.6428	1.6972	1.7372
10				\$75,480	\$78,034	\$79,524	\$83,498	\$86,191	\$88,175
				1.5213	1.5728	1.6028	1.6829	1.7372	1.7772
11				\$77,609	\$80,163	\$81,652	\$85,626	\$88,320	\$90,305
				1.5642	1.6157	1.6457	1.7258	1.7801	1.8201
12				\$79,736	\$82,292	\$83,780	\$87,754	\$90,449	\$92,434
				1.6071	1.6586	1.6886	1.7687	1.8230	1.8630
13				\$81,865	\$84,421	\$85,909	\$89,883	\$92,577	\$94,562
				1.6500	1.7015	1.7315	1.8116	1.8659	1.9059
14				\$83,993	\$86,549	\$88,038	\$92,008	\$94,705	\$96,690
				1.6929	1.7444	1.7744	1.8544	1.9088	1.9488
15				\$86,123	\$88,672	\$90,165	\$94,135	\$96,834	\$98,818
				1.7358	1.7872	1.8173	1.8973	1.9517	1.9917
16					\$91,089	\$92,577	\$96,552	\$99,245	\$101,727
					1.8359	1.8659	1.9460	2.0003	2.0503
17					\$93,500	\$94,988	\$98,963	\$101,656	\$104,138
					1.8845	1.9145	1.9946	2.0489	2.0989
18					\$95,912	\$97,399	\$101,374	\$104,067	\$106,549
					1.9331	1.9631	2.0432	2.0975	2.1475
19					\$98,323	\$99,811	\$103,786	\$106,479	\$108,960
					1.9817	2.0117	2.0918	2.1461	2.1961
20					\$100,734	\$103,219	\$107,471	\$110,171	\$112,651
					2.0303	2.0804	2.1661	2.2205	2.2705
21					\$103,146	\$106,623	\$111,163	\$113,857	\$116,338
					2.0789	2.1490	2.2405	2.2948	2.3448
22					\$107,219	\$111,699	\$114,849	\$117,732	\$122,019
					2.1610	2.2513	2.3148	2.3729	2.4593

EXHIBIT 2

APPENDIX D: PAYROLL DATES

2020-2021 Payroll Dates:

1	Aug 14, 2020
2	Aug 28, 2020
3	Sept 11, 2020
4	Sept 25, 2020
5	Oct 09, 2020
6	Oct 23, 2020
7	Nov 06, 2020
8	Nov 20, 2020
9	Dec 04, 2020
10	Dec 18, 2020
11	Dec 31, 2020***
12	Jan 15, 2021
13	Jan 29, 2021
14	Feb 12, 2021
15	Feb 26, 2021
16	Mar 12, 2021
17	Mar 26, 2021
18	Apr 09, 2021
19	Apr 23, 2021
20	May 07, 2021
21	May 21, 2021
22	June 04, 2021
23	June 18, 2021
24	July 02, 2021
25	July 16, 2021
26	July 30, 2021
27	Aug 13, 2021

Stipend Dates:

November 06, 2020
March 12, 2021
May 07, 2021

***Date changes due to holiday

Memorandum of Understanding

The Board of Education and the NUEA agree to extend the terms of this MOU for the 2019-20 school year.

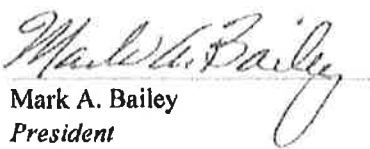
In a mutual effort to clarify the contents of the 2016-2019 Collective Bargaining Agreement, it is agreed as follows:

1. It is the explicit understanding of the parties that in the event of a property tax freeze, there will be no base salary increase in year 2018-2019 regardless of CPI.
2. The parties further agree that the rate of pay for Internal Substitution, Lunchroom Supervision, and Saturday Morning Detention Period, as identified in Appendix B Subsection B.4, shall be increased from \$19.00 per hour to \$25.00 per hour plus TRS contributions beginning with school year 2017-2018. The impacted contract language is identified and amended below:

B.4 Extra Pay for Extra Work — It is agreed that the Board will recognize several situations which require extra pay for extra work. These categories are as follows:

- A. Extra Period Assignment** — In the event that a teacher is requested to teach an additional period for an entire school year, the rate is established at one-sixth of the teacher's base pay.
- B. Internal Substitution** — Occasionally, teachers are requested to serve as internal substitutes because a regular, qualified substitute is not available. In these situations, the rate will be \$25.00 per hour or per period, whichever is applicable, plus TRS contributions.
- C. Lunchroom Supervision** — \$25.00 per hour plus TRS contributions or the rate established by the Board for non-bargaining unit members, whichever is greater. Teachers have the option of not being assigned more than one-half hour.
- D. Saturday Morning Detention Period** — Teachers who choose to supervise a Saturday morning detention assignment shall be paid at the rate of \$25.00 per hour plus TRS contributions.

*For the Naperville Unit
Education Association*


Mark A. Bailey
President

4/22/19
Date

*For the Board of Education
School District 203*


Kristin Fitzgerald
President

4/22/2019
Date