

Memorandum of Understanding

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*

*For the Board of Education
School District 203*


Mark A. Bailey
President


Terry Fielden
President


Date


Date