

MEMORANDUM OF UNDERSTANDING
COMPENSATION AND WAGES FOR NEW EMPLOYEES

The following Memorandum of Understanding is entered into on the date shown below between the **BOARD OF EDUCATION OF WARREN TOWNSHIP HIGH SCHOOL DISTRICT NO. 121, Lake County, Illinois (“Board”)**, and the **WARREN TOWNSHIP HIGH SCHOOL FEDERATION OF TEACHERS, A COUNCIL OF THE LAKE COUNTY FEDERATION OF TEACHERS LOCAL NO. 504, IFT-AFT/AFL-CIO, (“Union”)** (hereinafter collectively referred to as the “Parties”).

WITNESSETH

WHEREAS, the Board and the Union are Parties to a collective bargaining agreement in effect from May 13, 2014, until May 13, 2018 (the “Agreement”);

WHEREAS, Article VIII.E. of the Agreement currently provides that all new teachers will be hired at BA1 or MA1 depending on positions; and

WHEREAS, the Parties recognize that certain positions and state licensure requirements necessitate higher degrees than MA1 such as the school psychologist position; and

WHEREAS, the Parties wish to clarify the Agreement to specify that school psychologists shall be hired at MA+30 Step 1 and the only positions that will be placed at MA1 are those whose licensure requires a Master’s Degree.

NOW, THEREFORE, the Parties agree as follows:

1. Article VIII.E. Add the following sentences at the end of the provision, “However, only positions that require MA1 for licensure shall be hired at MA1 Step 1. Further, school psychologists will be hired at MA+30 Step 1.”
2. Non-Precedential Agreement. The Parties agree that this Memorandum of Understanding shall be considered non-precedential in all respects.
3. Term. This Memorandum of Understanding shall be retroactively effective to the start of the 2015-2016 school year, and shall remain in effect until the expiration of the Agreement, *i.e.*, May 13, 2018.

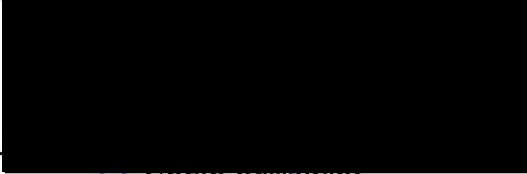
IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding by their duly authorized representatives.

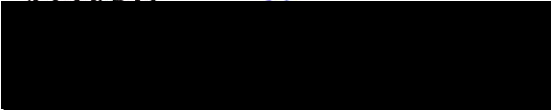
Dated this 13 day of June, 2016.

**BOARD OF EDUCATION
WARREN TOWNSHIP
HIGH SCHOOL
SCHOOL DISTRICT NO. 121
LAKE COUNTY, ILLINOIS**

**WARREN TOWNSHIP HIGH SCHOOL
FEDERATION OF TEACHERS
A COUNCIL OF THE LAKE COUNTY
FEDERATION OF TEACHERS, LOCAL
NO. 504. IFT-AET/AEL-CIO**

By: 
Board President

By: 
Union President

ATTEST: 
Board Secretary

ATTEST: 
Union Secretary