

MEMORANDUM OF UNDERSTANDING
HORIZONTAL MOVEMENT ON THE COMPENSATION SCHEDULE

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”**).

W I T N E S S E T H

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.F. of the Agreement sets forth the requirements for coursework reimbursement and horizontal movement on the salary schedule due to the completion of approved graduate level courses; and

WHEREAS, the Parties recognize that teachers may have been hired at the BA level and placed in the BA lane pursuant to the Agreement who also had graduate credit hours beyond the BA that the District acknowledged upon hire as potential graduate credit; and

WHEREAS, the Parties wish to clarify the Agreement to specify the requirements for such teachers to utilize those graduate credits towards horizontal movement.

NOW, THEREFORE, the Parties agree as follows:

1. Article VIII.F. Add the following sentences at the end of the fifth paragraph, “If a teacher had graduate hours beyond a Bachelor’s Degree that the District was aware of and acknowledged as potential graduate credit when the teacher was hired, but that teacher was placed in the BA lane pursuant to this Agreement, in order to use that credit for horizontal movement, the teacher must complete the appropriate paperwork, as determined by the District office, associated with eligible lane changes that occurs in the spring of each year for the following school year and submit their intent to change lanes to the District office. The teacher must submit such paperwork and intent by the last teacher workday of the school year immediately preceding the school year in which the teacher intends horizontal movement to occur.”
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 Non-Precedential Agreement. The Parties agree that this Memorandum of Understanding shall be considered non-precedential in all respects.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.

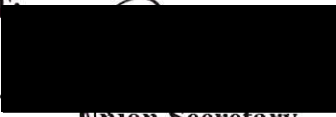
**BOARD OF EDUCATION
WARREN TOWNSHIP
HIGH SCHOOL
SCHOOL DISTRICT NO. 121
LAKE COUNTY, ILLINOIS**

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

By: 
Board President

By: 
Union President

ATTEST:

Board Secretary

ATTEST:

Union Secretary

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