

**MEMORANDUM OF UNDERSTANDING**  
**SCHEDULE OF TEACHERS**

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**, the Agreement separates teachers into three different schedules: A; B; and C; and

**WHEREAS**, schedule B teachers are defined as teachers hired to permanent positions in the District on or after July 1, 2011, and before May 31, 2014, and schedule C teachers are defined as teachers hired to permanent positions in the District on or after June 1, 2014; and

**WHEREAS**, schedule C teachers are treated in practice as schedule B teachers under the Agreement and as such, for clarity, the Parties wish to eliminate the designation of schedule C.

**NOW, THEREFORE**, the Parties agree as follows:

1. Article I.D.6. Delete this provision and replace with: “Schedule B: teachers hired to a permanent position at Warren on or after July 1, 2011.”
2. Article I.D.7. Delete this provision in its entirety.
3. Article VII.A. The following sentence is deleted: “Schedule C teachers shall receive 5 (five) sick days with full pay per school year, unless they are established under TRS Tier 1 or 2.”
4. Reference to Schedule C. Any other reference to “schedule C” teachers in the Agreement shall be replaced with “schedule B.”
5. Non-Precedential Agreement. The Parties agree that this Memorandum of Understanding shall be considered non-precedential in all respects.
6. 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