

MEMORANDUM OF UNDERSTANDING
Between
THE BOARD OF EDUCATION OF PLAINFIELD COMMUNITY CONSOLIDATED SCHOOL DISTRICT 202
AND
THE PLAINFIELD ASSOCIATION OF SUPPORT STAFF, IEA-NEA

The Board of Education of PLAINFIELD COMMUNITY CONSOLIDATED SCHOOLS DISTRICT 202 (the "Board") and PLAINFIELD ASSOCIATION OF SUPPORT STAFF, IEA/NEA (the "Association") hereby enter into the following Memorandum of Understanding (the "MOU").

The District currently has a significant staffing issues with employees in Category I. Due to a lack of applicants for posted positions, the District entered into a third-party contract with an agency to fill some of these positions during the 2021-2022 school year to ensure that student needs are served.

Section 2.1(e) of the Negotiated Agreement recognizes the Board's management right to "contract out for any work, goods or services" and the Association's "right to impact bargain such subcontracting;"

As a result of impact bargaining, the parties agree as follows:

The postings for the Paraprofessional positions will remain open for the remainder of the 2021-2022 school year.

The Association acknowledges the Board's need to fill the vacant Paraprofessional positions and the right to contract for services to meet the needs of students.

The Board commits that it will hire Association employees whenever possible over contracted agency employees.

Article VI Salary and Related Provisions in the Negotiated Agreement will be modified as follows:

6.2 SALARY

2019-2020 School Year

Each member of the bargaining unit will receive an hourly rate increase of 4.5%.

2020-2021 School Year

Each member of the bargaining unit will receive an hourly rate increase of 4.75% except for categories O, P and T.

Bargaining unit members in Categories O and T will receive an hourly rate increase of \$1.00.

Bargaining unit members in Category P will receive an hourly rate increase of \$1.50.

Categories O, P, T, will receive whichever is the greater value of rate increases.

2021-2022 School Year

Each member of the bargaining unit will receive an hourly rate increase of 4.5%.

Any District employee who refers a person to apply for a position in Category I or Category P will receive a \$350 payment for each referral if the applicant successfully completes their 120-day probationary period. To receive this benefit, the applicant must notify the District of their employee referral at the time of their application. This benefit does not apply to any employee in a retirement contract.

New hires in Category I will receive an hourly rate increase to \$15.50 hour.

Paraprofessionals currently employed in Category I who make between \$13.75 to \$15.50 per hour will receive an hourly rate increase to \$15.50 effective November 23, 2021

New hires in Category P will receive an hourly rate increase of \$14.50.

Employees currently employed in Category P employees who make between \$12.00-\$14.41 per hour will receive an hourly rate increase to \$14.50 effective November 23, 2021.

2022-2023 School Year

Each member of the bargaining unit will receive an hourly rate increase of 4.25% except Category K. Bargaining unit members in Category K will receive an hourly rate increase of \$1.00.

If the District's total receipt of revenue from the state sources based on the number in the annual financial report as filed with ISBE decreases in FY21 compared to FY20, the Board of Education can reopen this section of the Contract effective June 30, 2022 by notifying PASS no later than November 1, 2021.

2023-2024 School Year

For the 2023-2024 school year, each member of the bargaining unit will receive an hourly rate increase of 2.5% plus an additional percent increase based on CPI for all Urban Consumers as defined by the Illinois Property Extension Limitation Law with a floor of .5% and a ceiling of 1.5%. Therefore, the total percent increase will be between 3% and 4%, except Category K.

Bargaining unit members in Category K will receive an hourly rate increase of \$1.00.

The CPI factor to be applied for the 2023-2024 school year will be the CPI percentage increase published in January of 2022 for the previous 12 months.

If the District's total receipt of revenue from the state sources based on the number in the annual financial report as filed with ISBE decreases in FY22 compared to FY21, the Board of Education can reopen this section of the Contract effective June 30, 2023 by notifying PASS no later than November 1, 2022.

Stipends:

For each year of the Contract, Category I will receive two payments. Each payment will be \$250.00 at the end of each semester. Non-prorated amount with a minimum of 70 workdays to receive stipend. **In addition to the \$250.00 semester stipends, Paraprofessionals in Category I who currently make \$15.51 an hour or more, will receive a one (1) time stipend of \$250.00 paid on the January 07, 2022 payroll.**

For each year of the Contract, Category I, Special Programs (FBI, Score, Academy, Bases, RISE, IND, Leap, Multi-Needs, BMLC, and any other special program defined by the Board) will also receive two additional payments of \$325.00 at the end of each semester. Non-prorated amount with a minimum of 70 workdays to receive stipend.

For each year of the Contract, Category T will receive two payments. Each payment will be \$1,000 (last pay of December and last pay of June). Non-prorated amount with a minimum of 100 days worked per six-month work period.

Effective July 1, 2019:

Category A – Elementary Principal Secretary will increase to 238 days/12 months per year.

Category C – Athletic Secretary will increase to 238 days/12 months per year.

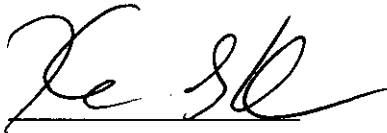
Category K – Media Clerk – Middle School will increase to 7 hours per day.

Category O – Night Shift Supervisor will now be placed all school levels

Effective 6 months from the date of ratification of the Contract:

Category P – The District will no longer have 4-hour positions

In year 2022-2023 and year 2023-2024, PASS and District agree to re-open Section 6.2 Salary for discussion for categories K (Clerk) and L (Monitor/Student Supervisor) in order to align hourly rate of pay for current employees compared to starting rate of pay for new employees.



For the District



For the Association

11/22/2024

Dated

11.22-2021

Dated