

## **GRIEVANCE SETTLEMENT**

The Board of Education of Steger School District 194 ("District") and the Steger Education Association ("Union") hereby enter into this agreement to settle and fully resolve the issues raised in the Union's recently filed grievance concerning a change in payroll dates.

WHEREAS, the District changed pay dates for the 2023-2024 school year resulting in a change in previous pay dates from June 30, 2023, to July 7, 2023;

WHEREAS, the Union filed a grievance challenging the District's ability to implement this pay date change and the impact of said change;

WHEREAS, the District and Union desire to resolve the grievance and enter into this Agreement to settle the issues raised therein.

NOW, THEREFORE, the District and Union agree as follows:

1. The above recitals are hereby incorporated into the Agreement and shall have the same force and effect as though fully set forth herein.
2. In exchange for the consideration set forth herein as described in paragraph 3, the Union agrees to withdraw the grievance and the parties agree that the grievance and the issues raised therein are fully resolved by virtue of this Agreement.
3. The District shall allocate a total of \$250.00 to pay any bank overdraft charges incurred by a bargaining unit member as a direct result of the change in pay dates from June 30, 2023, to July 7, 2023. Any such affected bargaining unit member shall present sufficient proof to the District of the overdraft charge and that it was due to the change in payroll dates noted above in order to receive reimbursement of the overdraft charges.
4. In order to be eligible for reimbursement as provided in paragraph 3, an affected bargaining unit member must present their information to the District by no later than September 15, 2023. The District shall make reimbursement payments to eligible bargaining unit members by September 30, 2023.
5. Nothing herein shall constitute or be construed as an admission of any fact or of any claim or defense related to the grievance. The parties are entering this Agreement to efficiently resolve their dispute and avoid further unnecessary expense and uncertainty.
6. This Agreement shall not constitute or be construed as a precedent or past practice applicable in any other circumstances. The agreement is entered into for the sole purpose of resolving the grievance and the issues raised therein.
7. This Agreement constitutes the complete and entire agreement between the parties with respect to the subject matter herein. This Agreement supersedes any and all prior agreements, discussions or communications on this subject.
8. The parties have duly approved and executed this Agreement on or about the dates set forth below.

WHEREFORE, this Agreement has been approved by the parties on this \_\_\_\_ day of August 2023.

Board of Education  
Steger School District 194

Steger Education Association

BY:   
Board President

BY:   
Authorized Union Representative

ATTEST:   
Board Secretary

BY: \_\_\_\_\_  
Authorized Union Representative