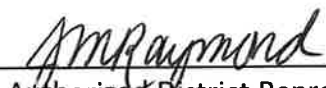


## Memorandum of Understanding

The Board of Education of Steger School District 194 ("District") and the Steger Education Association, IEA-NEA, ("Union"), have reached the following understanding with respect to Noon-Duty Supervision commencing with the 2022-2023 school year.

1. The collective bargaining agreement outlines the terms and compensation for noon-duty supervision.
2. The compensation for noon-duty supervision has not been increased in many years, while the compensation for internal substitution has been increased. This disparity between the two positions creates a burden on filling the noon-duty supervision role.
3. The parties have discussed the benefits of increasing the noon-duty supervision compensation to match the internal substitution compensation and agree to the following regarding compensation for noon-duty supervision.
  - a. The rate of compensation for noon-duty supervision shall be \$30 per period.
  - b. All other terms as outlined in the collective bargaining agreement shall remain unchanged.
4. This Memorandum of Understanding does not constitute, and shall not be interpreted as, a past practice, custom, or course of dealing applicable to any other bargaining unit member at any time other than expressly stated herein.
5. This Memorandum of Understanding does not constitute, and shall not be interpreted as, individual bargaining in violation of the Illinois Educational Labor Relations Act.

BY:



Authorized District Representative

BY:



Authorized Union Representative

DATE:

8/16/2023

DATE:

8/15/23