

**Memorandum of Understanding
Teacher Vacancy Grant Program**

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 the Teacher Vacancy Grant Program commencing with the 2023-2024 school year.

1. The collective bargaining agreement does not mention the Teacher Vacancy Grant Program.
2. The Teacher Vacancy Grant is part of a three-year pilot program aimed at addressing chronic shortages by providing the state's most understaffed districts with resources to attract, hire, support, and retain teachers.
3. The District has determined that utilizing the available Teacher Vacancy Grant Program funding for retainment stipends for all returning teachers and signing bonuses for all new teachers is an actionable strategy that will address the chronic shortages of teachers experienced by the District in recent years.
4. The parties have discussed the benefits of providing retainment stipends and signing bonuses, and for the first year (2023-2024) of the Teacher Vacancy Grant Program agree to the following:
 - a. All teachers who worked in the previous school year and return will receive a retainment stipend of \$1,400 for a total of \$2,400 in 2023-2024.
 - b. All new teachers will receive a signing bonus of \$2,900 in 2023-2024.
 - c. Retainment stipends and signing bonuses for future years will be determined once the total grant allocation has been announced.
5. 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.
6. 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