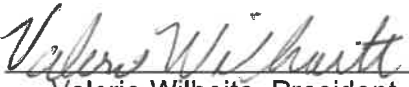


**MEMORANDUM OF AGREEMENT
ADJUSTED SALARY SCHEDULES
FOR THE 2020-2021 AND 2021-2022 SCHOOL YEARS**

This Memorandum of Agreement ("MOA") is entered into as a result of discussions between the District and the Paraprofessional Union regarding fiscal considerations and potential impact on paraprofessional staffing levels. The District appreciates the Paraprofessional Union's willingness to proactively discuss these issues and its agreement to adjust the salary schedules for the last two (2) years of the 2018-2022 Agreement. To that end, the parties agree as follows:

1. The District and Union are parties to a collective bargaining agreement, effective from the first day of the 2018-2019 school term through the calendar day preceding the first teacher employment day of the 2022-2023 school term (the "2018-2022 Agreement"). Article 12.1 of the 2018-2022 Agreement addresses salary for paraprofessionals, and a salary schedule for the 2018-2019, 2019-2020, 2020-2021 and the 2021-2022 school years is attached as Appendix A.
2. As set forth in Appendix A, for the 2020-2021 school year, the District's paraprofessionals would have received a \$1.00 per hour increase over the 2019-2020 hourly rates. For the 2021-2022 school year, the District's paraprofessionals would have received a \$1.00 per hour increase over the 2020-2021 hourly rates.
3. To avoid any reduction-in-force ("RIF") of the bargaining unit members currently employed by the District for the 2020-2021 school year, the Union has agreed to adjust the previously negotiated salary increases for the 2020-2021 and the 2021-2022 school years. Specifically, for the 2020-2021 school year, the Union has agreed to a \$0.25 per hour increase over the 2019-2020 hourly rates (except as noted for Year 1). For the 2021-2022 school year, the Union has agreed to a \$1.00 per hour increase over the adjusted 2020-2021 hourly rates (except as noted for Year 1). The adjusted salary schedules for the 2020-2021 and the 2021-2022 school years are attached hereto as Exhibit A and replace the previously negotiated salary schedules.
4. In exchange for the Union's agreement as noted in Paragraph 3 above, the District agrees that existing bargaining unit members who are employed by the District for the 2020-2021 school year will not be subject to any RIF action (dismissal or reduction in hours) prior to the last day of school for the 2021-2022 school year.
 - a. While no such action is planned at this time, the parties understand and agree that this MOA does not preclude that District from taking any RIF action which would be effective after the last day of school for the 2021-2022 school year.
 - b. The parties further agree that this MOA only applies to RIF actions taken by the District, and not voluntary resignations or separation from employment for non-RIF reasons (i.e., performance or conduct, etc.).
5. Except as may be stated herein, all other terms of the 2018-2022 Agreement remain in full force and effect.

**CALUMET CITY SCHOOL DISTRICT 155
PARAPROFESSIONALS SOUTHWEST
SUBURBAN FEDERATION OF
TEACHERS, AFT Local 943, IFT/AFL-CIO**

By: 
Valerie Wilhoite, President

Date: 07-07-2020

**BOARD OF EDUCATION
CALUMET CITY SCHOOL DISTRICT 155
COOK COUNTY, ILLINOIS**

By: 
President

Date: 07-07-2020

ATTEST:

Secretary

Date: 07-07-2020

**Wentworth Wilson Paraprofessional
Salary Schedule 2020-2021**

Yrs Exp/Steps	Paraprofessional 1*	Paraprofessional 2**
Year 1	\$13.75	\$14.75
Year 2	\$14.00	\$15.00
Year 3	\$14.50	\$15.50
Year 4	\$15.00	\$16.00
Year 5	\$15.50	\$16.50
Year 6	\$16.00	\$17.00
Year 7	\$16.50	\$17.50
Year 8	\$17.00	\$18.00
Year 9	\$17.50	\$18.50
Year 10	\$18.00	\$19.00
Year 11	\$18.50	\$19.50
Year 12	\$19.00	\$20.00

All paraprofessionals with more than 12 years' experience will receive an increase of \$0.25 per hour.

***Paraprofessional 1 includes:**

Alternative Aide

Pre-K Aide

EC Aide

Cross-Cat. Aide

****Paraprofessional 2 includes:**

Reading Instructional Aide

Library Aide

Bilingual Aide

Wentworth Wilson Paraprofessional

Salary Schedule 2021-2022

Yrs Exp/Steps	Paraprofessional 1*	Paraprofessional 2**
Year 1	\$14.25	\$15.25
Year 2	\$14.75	\$15.75
Year 3	\$15.00	\$16.00
Year 4	\$15.50	\$16.50
Year 5	\$16.00	\$17.00
Year 6	\$16.50	\$17.50
Year 7	\$17.00	\$18.00
Year 8	\$17.50	\$18.50
Year 9	\$18.00	\$19.00
Year 10	\$18.50	\$19.50
Year 11	\$19.00	\$20.00
Year 12	\$19.50	\$20.50

All paraprofessionals with more than 12 years' experience will receive an increase of \$1.00 per hour.

***Paraprofessional 1 includes:**

Alternative Aide

Pre-K Aide

EC Aide

Cross-Cat. Aide

****Paraprofessional 2 includes:**

Reading Instructional Aide

Library Aide

Bilingual Aide