

**MEMORANDUM OF UNDERSTANDING REGARDING  
SCHOOL SUPPORT PERSONNEL COMPENSATION ADJUSTMENT**

The Board of Education (the "Board") of Glen Ellyn School District 41 (the "District") and the Glen Ellyn Education Association, IEA/NEA ("GEEA") agree as follows with respect to compensation adjustments for certain school psychologists, social workers, speech language pathologists and school counselors ("School Support Personnel" or "SSPs") pursuant to Sections 15.2 and 15.3 of the 2022-2026 Teachers' Agreement (the "Contract") between the Board and GEEA:

1. For the 2022-23 school year, the District hired School Support Personnel new to the District (the new SSPs) and set their base salaries at \$64,976 in accordance with Section 15.2 of the Contract. This resulted in five School Support Personnel already employed by the District (the "current SSPs") having a lower base salary for the 2022-23 school year than the base salary of the new SSPs.

2. In order to apply Section 15.5 of the Contract, the District had a choice of either reducing the base salaries of the new SSPs or increasing the base salaries of the affected current SSPs to equal the base salaries of the new SSPs. In consultation with GEEA, the District chose to increase the base salaries of the affected current SSPs to equal the base salaries of the new SSPs, which results in the increase of the base salaries for the 2022-23 school year to \$64,976 for the following current SSPs:

Nieves, Angel  
Underwood, Amy  
Kljako, Noor  
Hoffmann, Alexandra  
Johnston, Jessica

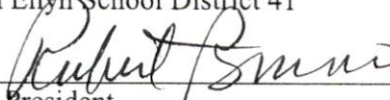
The increases shall be paid in equal installments as part of the current SSPs' regular salary for the remainder of the 2022-23 school year beginning with the March 15, 2023 paycheck.

Except for the current SSPs listed above, no other current SSP is entitled to an increase in his or her base salary for the 2022-23 school year.

3. The District's choice under this MOU is not precedential.

4. This MOU shall be deemed dated, and become effective, as of the date the last of the parties signs as set forth below and remain in effect for the remainder of the term of the Contract.


Board of Education  
Glen Ellyn School District 41

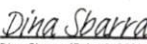
By:   
President

Attest:   
Secretary

Dated: 2/22/23

Glen Ellyn Education Association,  
IEA/NEA

By:   
Tracy Guerrieri (Feb 10, 2023 14:24 CST)  
Co-President

By:   
Dina Sbarra (Feb 10, 2023 15:54 CST)  
Co-President

Dated: Feb 10, 2023