

**MEMORANDUM OF UNDERSTANDING REGARDING
STARTING SALARIES FOR NEW TEACHERS WITHOUT EXPERIENCE**

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 the starting salaries for new teachers without experience under Section 15.4 of the 2022-2026 Teachers' Agreement (the "Contract") between the Board and GEEA:

1. For the 2023-24 school year, Section 15.4 of the Contract shall be revised to read in its entirety as follows:

15.4 New Teachers Without Experience.

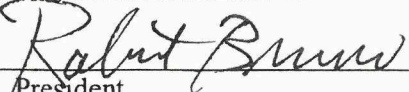
The starting salary for a teacher new to the School District and without prior teaching experience shall be as follows for the 2022-2023 and 2023-2024 school years:


	2022-2023	2023-2024
BA	\$53,260	\$55,125
BA+15	\$54,856	\$56,776
MA	\$59,653	\$61,741
MA+15	\$62,314	\$64,495
MA+30	\$64,976	\$67,251
MA+45	\$67,640	\$70,008
MA+60	\$72,966	\$75,520

For the 2024-2025 and 2025-2026 school years, the starting salaries shall be increased by the CPI factor as determined in the fourth paragraph of 15.1 above; provided, however, if the CPI factor as determined in the fourth paragraph of 15.1 above is greater than 5%, then the starting salaries shall be increased by 3.5%.

2. 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

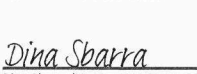
By: 
President

Attest: 
Secretary

Dated: 3/20/2023

Glen Ellyn Education Association,
IEA/NEA

By: 
Tracy Guerrieri (Mar 21, 2023 09:57 CDT)
Co-President

By: 
Dina Sbarra (Mar 21, 2023 09:57 CDT)
Co-President

Dated: Mar 21, 2023