

MEMORANDUM OF UNDERSTANDING

MODIFICATION OF THE 2012-2016 TEACHERS' AGREEMENT, AS EXTENDED TO 2018, REGARDING THE COMPENSATION FOR CIT MEMBERS

The Board of Education (the "Board") of Glen Ellyn School District No. 41 (the "School District") and the Glen Ellyn Education Association, IEA/NEA (the "Association") agree as follows with respect to modification of the 2012-2016 Teachers' Agreement, as extended to 2018, (the "Agreement") regarding the compensation for the Association members of the Continuous Improvement Team:

1. The first page of Appendix D of the Agreement shall read in its entirety effective at the start of the 2016-2017 school year as follows:

APPENDIX D

SUPPLEMENTAL PAY SCHEDULE, RATES, POSITIONS AND ACTIVITIES

1.a. Supplemental Pay Schedule:

| | Group I* | Group II | Group III | Group IV | Group V |
|---------------|----------|----------|-----------|----------|---------|
| Step 1 | 1,100 | 1,800 | 1,500 | 700 | |
| Step 2 | 1,100 | 2,300 | 1,800 | 1,000 | 600 |
| Step 3 | 1,100 | 2,700 | 2,100 | 1,200 | 700 |
| Step 4 | 1,100 | 3,200 | 2,300 | 1,600 | 800 |

***\$500.00 additional stipend for CIT, Team 21, Professional Development and Building Leadership Team Co-chairs and Hadley Department Chairs**

1.b. Other Rates

- | | | | | | | | | |
|--------|------------------------------------|--|--------|-----------|--------|-----------|--------|-----------|
| i. | Timekeeper: | \$25 (doubleheader rate \$55.00) | | | | | | |
| ii. | Scorekeeper: | \$25 (doubleheader rate \$55.00) | | | | | | |
| iii. | Crowd Control: | \$25 (doubleheader rate \$55.00) | | | | | | |
| iv. | After-School Detention/Hadley: | \$20 per hour | | | | | | |
| v. | Lunch Duty: | \$20 per session | | | | | | |
| vi. | Curriculum Work: | \$30 per hour | | | | | | |
| vii. | Summer School Pay: | \$30 per hour | | | | | | |
| viii. | Internal Substitute: | \$20 per period (regularly employed full-time equivalent teacher will be compensated for internal substitution) | | | | | | |
| ix. | Wildcat Workshop | Same as rate for Curriculum Work | | | | | | |
| x. | Extra Instruction: | Same as rate for Summer School Pay | | | | | | |
| xi. | Intramurals | <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 50%;">Step 1</td> <td style="width: 50%;">\$30/hour</td> </tr> <tr> <td>Step 2</td> <td>\$35/hour</td> </tr> <tr> <td>Step 3</td> <td>\$40/hour</td> </tr> </tbody> </table> | Step 1 | \$30/hour | Step 2 | \$35/hour | Step 3 | \$40/hour |
| Step 1 | \$30/hour | | | | | | | |
| Step 2 | \$35/hour | | | | | | | |
| Step 3 | \$40/hour | | | | | | | |
| xii. | Committee Work | \$30 per hour | | | | | | |
| xiii. | Continuous Improvement Team member | \$100 per meeting attended | | | | | | |

2. This Memorandum of Understanding shall be deemed dated and become effective on the date the last of the parties signs as set forth below and shall continue in effect for the remaining term of the Agreement.

**GLEN ELLYN EDUCATION
ASSOCIATION**

Brian Bonkowski

Brian Bonkowski, Co-President

Karen Dymit

Karen Dymit, Co-President

Date May 12, 2016

BOARD OF EDUCATION

Erica Nelson

Erica Nelson, President

Dean Elger

Dean Elger, Secretary

Date May 9, 2016