

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (“MOA”) is made and entered into this 9th day of February, 2021, by and between the Board of Education of Niles Township High School District 219 (the “Board”) and the Niles Township Union of Teachers and Support Staff, IFT Local 1274 (the “Union”) to facilitate a three-year extension of the current Collective Bargaining Agreement (the “CBA”) covering the District’s covered teachers, paraprofessionals, secretaries and clerical workers, technology, maintenance employees, and pupil security employees as described in Article II of the Agreement, through the day prior to the start of the 2024-2025 school term.

WHEREAS, the Union is the exclusive bargaining representative for the District’s employees, as set forth above;

WHEREAS, the CBA initially expired on the day prior to the start of the 2020-2021 school term;

WHEREAS, on November 5, 2019, the parties mutually agreed to a one-year extension of the terms of the CBA through the day prior to the start of the 2021-2022 school year; and

WHEREAS, the Board and Union have agreed to extend the terms of the CBA for an additional period of three calendar years, to modify the teacher salary schedule provisions in the CBA, and to revise language in the CBA referencing MA Lane, Step 5 of the salary schedules.

NOW, THEREFORE, in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the Board and Union as follows:

1. Duration of Agreement

Article XXVIII, Section 1 of the Agreement is amended to read as follows:

This AGREEMENT shall be in effect as of the first day of the 2017-2018 school term, unless specifically provided otherwise, and shall continue in full force and effect until the day prior to the start of the 2024-2025 school term, and year to year thereafter unless notice of termination or renegotiation is given in writing by one party to the other party prior to January 15, 2024 or in any subsequent year. Notification by email shall be sufficient, unless otherwise required by law.

2. Teacher Salary Schedules

Article XXIII, Section 1.A of the CBA is amended to provide a revised salary schedule for the 2021-2022, 2022-2023, and 2023-2024 contract years. For the 2021-2022, 2022-2023, and 2023-2024 contract years, all certified teaching bargaining unit members will receive salaries to be determined by applying the Teacher Salary Schedules attached as Exhibit 1.

3. Incorporation of Teacher Salary Schedule Cells

All language in the CBA referring to MA Lane, Step 5 of the teacher salary schedules (e.g., "MA/5") shall be amended to state: "MA + 45 Lane, 3."

4. Support Staff Salary Increases

Article XXIII, Section 1.B of the CBA is amended to provide support staff salary increases for the 2021-2022, 2022-2023, and 2023-2024 contract years in the amount of 2.75% per contract year.

5. Effect of MOA

Except as otherwise provided in this MOA, the remaining provisions of the CBA will continue in effect through the extended term of the CBA.

6. Non-Precedential

The parties agree that the circumstances leading to the creation of this MOA are unique and that entering into this MOA will not constitute a precedent for any future dealings between the parties concerning the subject matters of this MOA.

7. Entire Agreement

This MOA sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof and there are no promises, agreements or undertakings, either oral or written, expressed or implied between them other than as herein set forth.

8. Amendment of MOA

Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this MOA shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

9. Effective Date

This MOA is effective immediately upon execution by the authorized representatives of the District and the Union as set forth below.

IN WITNESS WHEREOF, the Parties have caused this Memorandum of Agreement to be executed by the signatures of their authorized representatives as set forth below.

Dated: February 9, 2021

**NILES TOWNSHIP FEDERATION OF TEACHERS
AND SUPPORT STAFF, IFT LOCAL 1274**

DocuSigned by:
Lauren Hall Lauren Hall
By: C132D1468CAD4E1...
President for Teachers

**NILES TOWNSHIP FEDERATION OF TEACHERS
AND SUPPORT STAFF, IFT LOCAL 1274**

DocuSigned by:
Caitlen Sweeney Caitlen Sweeney
By: 95F83B3687A34B2...
President for Support Staff

Dated: February 23, 2021

**BOARD OF EDUCATION OF NILES TOWNSHIP
HIGH SCHOOL DISTRICT 219**

DocuSigned by:
David Ko David Ko
By: 8E174CE8CF984A0...
President, Board of Education

**BOARD OF EDUCATION OF NILES TOWNSHIP
HIGH SCHOOL DISTRICT 219**

DocuSigned by:
Joe Nowik Joe Nowik
By: A827250A906D410...
Secretary, Board of Education

Exhibit 1**School Year 21-22**

	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
1A	55,248.09	61,210.84	68,949.07	70,652.63	72,644.76	74,603.35	76,678.84
1B	56,350.57	62,432.31	70,324.95	72,062.51	74,094.40	76,092.07	78,208.98
1C	57,476.42	63,679.68	71,730.01	73,502.27	75,574.75	77,612.33	79,771.55
1	59,201.71	65,593.16	73,881.80	75,705.09	77,844.95	79,943.50	82,162.14
2	60,978.55	67,563.56	76,098.11	77,973.72	80,183.28	82,340.71	84,624.31
3	62,808.48	69,592.58	78,380.86	80,310.28	82,591.79	84,811.77	87,160.25
4	64,694.35	71,676.93	80,734.08	82,717.60	85,065.71	87,360.18	89,774.42
5	67,486.48	71,839.19	81,851.60	84,053.57	86,595.37	89,092.20	91,536.74
6	72,021.80	76,372.03	86,814.10	89,170.70	91,869.81	94,520.45	97,112.93
7	74,757.52	78,818.03	89,410.88	91,839.66	94,618.46	97,524.36	100,204.09
8	77,598.80	81,419.12	92,175.70	94,675.55	97,544.83	100,525.04	103,288.78
9	80,513.31	84,106.38	95,116.06	97,696.69	100,556.29	103,625.89	106,367.01
10	83,617.69	86,797.95	98,152.29	100,816.93	103,661.44	106,714.90	109,540.02
11	83,617.69	89,577.83	101,282.22	104,024.41	106,965.86	109,898.69	112,806.74
12	83,617.69	92,838.66	104,504.78	107,338.52	110,262.73	113,177.25	116,060.53
13	83,617.69	92,838.66	107,732.72	110,655.85	113,555.29	116,440.73	119,405.87
14	83,617.69	92,838.66	110,952.04	113,969.96	116,830.62	119,682.68	122,731.84
15	84,474.49	92,838.66	114,156.29	117,148.36	120,077.96	122,914.93	126,030.86
16	84,474.49	92,838.66	117,338.99	120,397.84	123,271.44	126,213.96	129,285.73
17	84,474.49	93,695.46	120,598.17	123,617.16	126,542.45	129,597.00	132,502.90
18	84,474.49	93,695.46	124,394.43	127,465.53	130,443.50	132,549.22	135,520.82
19	84,474.49	93,695.46	124,394.43	127,465.53	130,443.50	136,555.02	138,470.87
20	85,330.18	93,695.46	124,394.43	127,465.53	130,443.50	136,555.02	142,575.61
21	85,330.18	93,695.46	124,394.43	127,465.53	130,443.50	136,555.02	142,575.61
22	85,330.18	94,551.16	124,394.43	127,465.53	130,443.50	136,555.02	142,575.61
23	85,330.18	94,551.16	125,251.23	128,323.43	131,298.11	136,555.02	142,575.61
24	85,330.18	94,551.16	125,251.23	128,323.43	131,298.11	137,410.73	142,575.61
25	85,330.18	94,551.16	125,251.23	128,323.43	131,298.11	137,410.73	143,434.61
26	85,330.18	94,551.16	125,251.23	128,323.43	131,298.11	137,410.73	143,434.61
27	85,330.18	94,551.16	125,251.23	128,323.43	131,298.11	137,410.73	143,434.61
28	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	137,410.73	143,434.61
29	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	138,267.53	143,434.61
30	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	138,267.53	144,290.30
31	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	138,267.53	144,290.30
32	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	138,267.53	144,290.30
33	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	138,267.53	144,290.30
34	85,330.18	94,551.16	126,110.21	129,178.03	132,156.00	138,267.53	144,290.30

School Year 22-23

	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
1A	56,076.81	62,129.01	69,983.30	71,712.42	73,734.43	75,722.40	77,829.02
1B	57,195.83	63,368.80	71,379.83	73,143.45	75,205.81	77,233.45	79,382.12
1C	58,338.57	64,634.88	72,805.96	74,604.80	76,708.38	78,776.52	80,968.12
1	60,089.74	66,577.06	74,990.03	76,840.67	79,012.62	81,142.66	83,394.58
2	61,893.23	68,577.01	77,239.59	79,143.32	81,386.03	83,575.82	85,893.68
3	63,750.61	70,636.47	79,556.57	81,514.93	83,830.67	86,083.95	88,467.65
4	65,664.77	72,752.09	81,945.09	83,958.37	86,341.70	88,670.58	91,121.04
5	67,634.95	74,935.46	84,405.37	86,474.32	88,933.44	91,328.41	93,852.62
6	70,401.30	74,653.66	84,860.79	87,164.36	89,802.74	92,393.74	94,927.89
7	74,981.79	79,054.48	89,679.11	92,115.17	94,902.32	97,816.94	100,504.70
8	77,831.60	81,663.38	92,452.22	94,959.57	97,837.46	100,826.62	103,598.64
9	80,754.85	84,358.70	95,401.41	97,989.78	100,857.96	103,936.77	106,686.11
10	83,868.54	87,058.34	98,446.75	101,119.38	103,972.43	107,035.04	109,868.64
11	85,290.04	89,846.56	101,586.07	104,336.48	107,286.76	110,228.38	113,145.16
12	85,290.04	93,117.17	104,818.29	107,660.54	110,593.52	113,516.78	116,408.71
13	85,290.04	94,695.43	108,055.92	110,987.82	113,895.96	116,790.05	119,764.09
14	85,290.04	94,695.43	111,284.90	114,311.87	117,181.12	120,041.73	123,100.03
15	86,163.98	94,695.43	114,498.76	117,499.81	120,438.19	123,283.68	126,408.95
16	86,163.98	94,695.43	117,691.01	120,759.03	123,641.25	126,592.60	129,673.58
17	86,163.98	95,569.37	120,959.96	123,988.02	126,922.08	129,985.79	132,900.41
18	86,163.98	95,569.37	124,767.61	127,847.92	130,834.83	132,946.86	135,927.38
19	86,163.98	95,569.37	126,882.32	130,014.84	133,052.37	136,964.69	138,886.28
20	87,036.79	95,569.37	126,882.32	130,014.84	133,052.37	139,286.12	143,003.34
21	87,036.79	95,569.37	126,882.32	130,014.84	133,052.37	139,286.12	145,427.12
22	87,036.79	96,442.18	126,882.32	130,014.84	133,052.37	139,286.12	145,427.12
23	87,036.79	96,442.18	127,756.25	130,889.90	133,924.07	139,286.12	145,427.12
24	87,036.79	96,442.18	127,756.25	130,889.90	133,924.07	140,158.95	145,427.12
25	87,036.79	96,442.18	127,756.25	130,889.90	133,924.07	140,158.95	146,303.30
26	87,036.79	96,442.18	127,756.25	130,889.90	133,924.07	140,158.95	146,303.30
27	87,036.79	96,442.18	127,756.25	130,889.90	133,924.07	140,158.95	146,303.30
28	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	140,158.95	146,303.30
29	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	141,032.88	146,303.30
30	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	141,032.88	147,176.11
31	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	141,032.88	147,176.11
32	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	141,032.88	147,176.11
33	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	141,032.88	147,176.11
34	87,036.79	96,442.18	128,632.42	131,761.59	134,799.12	141,032.88	147,176.11

School Year 23-24

	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
1A	56,917.97	63,060.94	71,033.05	72,788.10	74,840.44	76,858.24	78,996.46
1B	58,053.77	64,319.33	72,450.53	74,240.60	76,333.90	78,391.95	80,572.85
1C	59,213.65	65,604.40	73,898.05	75,723.87	77,859.00	79,958.17	82,182.64
1	60,991.08	67,575.71	76,114.88	77,993.28	80,197.81	82,359.80	84,645.49
2	62,821.63	69,605.67	78,398.18	80,330.47	82,606.82	84,829.46	87,182.08
3	64,706.87	71,696.02	80,749.92	82,737.66	85,088.13	87,375.21	89,794.66
4	66,649.74	73,843.37	83,174.27	85,217.74	87,636.82	90,000.64	92,487.85
5	68,649.47	76,059.49	85,671.45	87,771.43	90,267.44	92,698.34	95,260.41
6	70,711.07	78,341.55	88,238.25	90,406.87	92,972.78	95,479.69	98,117.47
7	73,294.70	77,275.76	87,661.33	90,042.58	92,767.02	95,616.06	98,243.34
8	78,096.22	81,941.03	92,766.56	95,282.44	98,170.11	101,169.43	103,950.88
9	81,029.42	84,645.52	95,725.78	98,322.95	101,200.87	104,290.16	107,048.84
10	84,153.69	87,354.34	98,781.47	101,463.19	104,325.93	107,398.96	110,242.20
11	85,580.03	90,152.04	101,931.46	104,691.23	107,651.53	110,603.16	113,529.85
12	86,995.84	93,433.77	105,174.67	108,026.58	110,969.53	113,902.74	116,804.50
13	86,995.84	95,017.40	108,423.31	111,365.18	114,283.20	117,187.14	120,171.29
14	86,995.84	96,589.34	111,663.27	114,700.54	117,579.53	120,449.87	123,518.57
15	87,887.26	96,589.34	114,888.06	117,899.31	120,847.68	123,702.84	126,838.74
16	87,887.26	96,589.34	118,091.16	121,169.62	124,061.63	127,023.02	130,114.47
17	87,887.26	97,480.75	121,371.23	124,409.57	127,353.62	130,427.74	133,352.27
18	87,887.26	97,480.75	125,191.82	128,282.60	131,279.67	133,398.88	136,389.54
19	87,887.26	97,480.75	127,313.72	130,456.89	133,504.75	137,430.37	139,358.50
20	88,777.52	97,480.75	129,419.97	132,615.13	135,713.42	139,759.70	143,489.55
21	88,777.52	97,480.75	129,419.97	132,615.13	135,713.42	142,071.85	145,921.58
22	88,777.52	98,371.02	129,419.97	132,615.13	135,713.42	142,071.85	148,335.67
23	88,777.52	98,371.02	130,311.38	133,507.69	136,602.55	142,071.85	148,335.67
24	88,777.52	98,371.02	130,311.38	133,507.69	136,602.55	142,962.12	148,335.67
25	88,777.52	98,371.02	130,311.38	133,507.69	136,602.55	142,962.12	149,229.37
26	88,777.52	98,371.02	130,311.38	133,507.69	136,602.55	142,962.12	149,229.37
27	88,777.52	98,371.02	130,311.38	133,507.69	136,602.55	142,962.12	149,229.37
28	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	142,962.12	149,229.37
29	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	143,853.54	149,229.37
30	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	143,853.54	150,119.63
31	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	143,853.54	150,119.63
32	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	143,853.54	150,119.63
33	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	143,853.54	150,119.63
34	88,777.52	98,371.02	131,205.07	134,396.82	137,495.10	143,853.54	150,119.63