

**MEMORANDUM OF UNDERSTANDING BETWEEN
BOARD OF EDUCATION OF ANTIOCH COMMUNITY CONSOLIDATED
SCHOOL DISTRICT NO. 34 AND
ANTIOCH SUPPORT PROFESSIONALS, IEA/NEA**

The Antioch Community Consolidated School District No. 34 (the "District") Board of Education (the "Board") and Antioch Support Professionals, IEA/NEA (the "Association") hereby enter into the following Memorandum of Understanding (the "MOU"):

WHEREAS, the Board and Association have determined to review and raise educational support personnel compensation;

NOW THEREFORE, the Board and the Association agree through the duration of the current Collective Bargaining Agreement as follows:

- Article 14, Section 14.4 shall be amended to increase the 2022-2023 starting rate of pay for a Bus Driver from \$20.28 to \$22.00 and Paraprofessionals from \$14.54 to \$15.54. The starting rates for subsequent contract years will be adjusted as follows:

<u>Title</u>	<u>Minimum Starting Rate of Pay</u>				
	<u>2021-2022</u>	<u>*Amended 2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
<u>Teacher's Aide</u>	<u>\$14.25</u>	<u>*\$15.54</u>	<u>\$15.85</u>	<u>\$16.15</u>	<u>\$16.43</u>
<u>Library Media Assistant</u>	<u>\$14.85</u>	<u>\$15.15</u>	<u>\$15.45</u>	<u>\$15.74</u>	<u>\$16.02</u>
<u>School Head Secretary</u>	<u>\$18.75</u>	<u>\$19.13</u>	<u>\$19.51</u>	<u>\$19.88</u>	<u>\$20.23</u>
<u>School Assistant Secretary</u>	<u>\$14.94</u>	<u>\$15.24</u>	<u>\$15.54</u>	<u>\$15.84</u>	<u>\$16.11</u>
<u>Bus Driver (Properly Licensed)</u>	<u>\$19.88</u>	<u>*\$22.00</u>	<u>\$22.44</u>	<u>\$22.86</u>	<u>\$23.26</u>
<u>Supervisory's Aide</u>	<u>\$14.25</u>	<u>*\$15.54</u>	<u>\$15.85</u>	<u>\$16.15</u>	<u>\$16.43</u>

- Article 14, Section 14.4 shall be amended as follows:

The District reserves the right to pay any newly hired Employee more than the minimum starting rate of pay, based on the Employee's previous experience, skills, qualifications and on external market conditions and prior notice to the ASP President. ~~However, the District agrees not to pay a newly hired Employee more than an existing Employee with comparable experience and also agrees not to recognize more than five (5) years of previous experience when establishing a newly hired Employee's rate of pay.~~

3. Effective November 16, 2022, the salary for the following employees shall be raised \$1.00 over the employee's current rate.

Admin. Assistant to the Superintendent
ASC Administrative Assistant
Bus Driver
Business Office Specialists (AR/AP/PR)
Cashier
Computer Technician
Cook's Helper
Cooks - Assistant
Copy Shop Aide
Custodian (including Courier)
Head Cook
Head Custodian
Library Media Assistant
Lunch Supervisor
Maintenance
Maintenance Technician
Mechanic
School Assistant Secretary
School Head Secretary
Supervisory Aide
Teacher Aide/Special Ed Assistant (Paraprofessional)

4. This Memorandum of Understanding shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Memorandum of Understanding.
5. This Memorandum of Understanding has been duly approved by each of the parties and has been executed by authorized representatives of the Board and the Association.


 For the Association


 For the District

11-15-22

Date

11.15.2022

Date