

**Memorandum of Understanding  
Pilot Personal Hygiene Stipend**

This Memorandum of Understanding ("MOU"), is entered into this day of June, 2022, between the Board of Education of Antioch CCSD #34 (the "Board" or the "District") and the Antioch Support Professionals (ASP), IEA/NEA.

**21-22 Contract Pilot Language:**

The pilot program for the Personal Hygiene Stipend stated as follows:

For the 2021-2022 school year, the Parties agree to implement a pilot personal hygiene stipend that will be provided to Employees to assist with significant personal hygiene of students. Upon the completion of the 2021-2022 school year, the Parties will meet to discuss the continuation, if any, of the personal hygiene stipend. If the District, in consultation with the Association, determines to continue to the stipend, the details shall be reduced to writing.

The number of stipends available and the specific assignment(s) will be made by the Superintendent and/or designee, in consultation with the Director of Student Services and Building Administrators. The District will request volunteers for the stipend position, who will be given first consideration. However, the District retains the sole discretion to assign Employees, which shall not be subject to the grievance procedures set forth in Article 3.

For each trimester that an Employee is assigned a Personal Hygiene duties as detailed herein, The Employee shall receive a stipend of \$250.00.

**NOW, THEREFORE**, the Parties agree as follows:

Continuing into the 2022-2023 school year, the personal hygiene stipend will be provided to Employees to assist with significant personal hygiene of students following the completion of the Pilot Program which started in 2021-2022.

The number of stipends available and the specific assignment(s) will be made by the Superintendent and/or designee, in consultation with the Director of Student Services and Building Administrators. The District will request volunteers for the stipend position, who will be given first consideration. However, the District retains the sole discretion to assign Employees, which shall not be subject to the grievance procedures set forth in Article 3.

For each trimester that an Employee is assigned a Personal Hygiene duty as detailed herein, The Employee shall receive a stipend of \$250.00.

This MOU is effective at the start of the 2022-2023 school year upon execution by the authorized representatives of the District and the Association as set forth below and shall cease to be effective upon the expiration of the current 2021-2026 Board of Education/ASP union contract agreement.

**IN WITNESS WHEREOF**, this Memorandum of Understanding is agreed to and authorized by the signatures of the Parties' representatives as set forth below.

**ANTIOCH SUPPORT PROFESSIONALS, IEA-NEA**

By: Kristen Roeker  
ASP, President

Date: 6-15-22

**BOARD OF EDUCATION OF  
CCSD ANTIOCH #34,  
LAKE COUNTY, ILLINOIS**

By: Chris Hufting  
Antioch CCSD #34 School Board, President

Date: 6.7.2022