

**Board of Education of Antioch CCSD 34  
and  
Antioch Support Professionals, IEA/NEA**

**Memorandum of Understanding**

The Antioch Community Consolidated School District No. 34 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 Registered Nurses and Licensed Practical Nurses who are employed by the Board recently became members of the Association;

**WHEREAS**, the Board and Association engaged in the bargaining process regarding the incorporation of Registered Nurses and Licensed Practical Nurses in to the Association Bargaining Unit; and

**NOW THEREFORE**, the Board and the Association agree to the following:

1. The Collective Bargaining Agreement between the Board and Association shall be amended as follows:

**ARTICLE 1 - RECOGNITION AND DEFINITIONS**

**1.1 RECOGNITION AND DEFINITIONS**

The Board of Education of Antioch District #34, Lake County, Illinois (hereinafter referred to as the "Employer" or the "Board") recognizes the Antioch Support Professionals IEA-NEA (hereinafter referred to as the "Association" or "ASP") as the sole and exclusive bargaining representative for all full-time and part-time regularly employed Aides; Bus Drivers; Registered Nurses, Licensed Practical Nurses, Library Media Assistants; Secretaries, (hereinafter referred to as "Employee") exclusive of all parent coordinators; custodians or maintenance staff; mechanics; lunch aides; cooks; cooks' helpers; nutri-kids managers; nurses; assistants to the district superintendent; assistant superintendents; human resources staff; business office staff; district office receptionist; technology specialists; supervisory, managerial, confidential, or temporary personnel as defined by the Illinois Educational Labor Relations Act.

- A. A "full-time" support staff Employee is one who is regularly scheduled to work at least thirty (30) hours per week.

- B. A “part-time” support staff Employee is one who does not meet the definition of a full-time support staff Employee.

**ARTICLE 7 - WORKING CONDITIONS**

**Working Conditions – Registered Nurses/Licensed Practical Nurses**

**7.22 Professional Development/Trainings**

**All employees who are hired to be School Registered Nurses and/or Licensed Practical Nurses (“Nurses”) shall be reimbursed the cost of license renewal every two (2) years and hearing and vision certification renewal every three (3) years, as applicable. If the District does not provide CPR Recertification, all Nurses shall be reimbursed the cost of said recertification.**

**All Nurses shall be reimbursed up to a maximum of two hundred dollars (\$200.00) per year to be used towards Continuing Education Units (“CEU”). Any CEUs shall be submitted to the Director of Student Services for pre-approval. Upon approval and completion of the CEUs, reimbursement shall be provided upon proper substantiation to the Director of Student Services.**

**ARTICLE 12 - REDUCTION-IN-FORCE**

**12.1 REDUCTION-IN-FORCE PROCEDURES**

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- C. Categories of position are as follows:
  - 1. Aides
  - 2. Library Media Assistants
  - 3. Bus Drivers
  - 4. Secretaries
  - 5. **Registered Nurses**
  - 6. **Licensed Practical Nurses**

**ARTICLE 14 - COMPENSATION AND RELATED PROVISIONS**

**14.4 SALARY**

**A. Starting Rate of Pay**

1. Add the following to Table:

Registered Nurse: Starting Pay for the 2021-2022 School Year: \$29.00  
Licensed Practical Nurse: Starting Pay for the 2021-2022 School Year: \$23.00

2. Starting Salary increases 2022-2023, 2023-2024, 2024-2025 and 2025-2026:  
Same as all other ASP Starting Employees (Year 2: 2%, Year 3: 2%, Year 4:  
1.875% and Year 5: 1.75%)

**B. Existing Employees**

1. Salary Increase:

RN #1: 2021-2022 Salary Increase: \$4.50  
RN #2: 2021-2022 Salary Increase: \$4.50  
RN #3: 2021-2022 Starting Salary: \$30.78  
LPN #1: 2021-2022 Salary Increase: \$1.75  
LPN #2: 2021-2022 Salary Increase: \$1.25

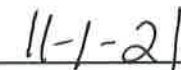
2. Salary Percentage Increases for 2022-2023, 2023-2024, 2024-2025 and  
2025-2026: Same as all other ASP Existing Employees (Year 2: 4.0%; Year 3:  
4.0%; Year 4: 3.75% and Year 5: 3.50%)

2. All other provisions of the Agreement between the Board and the Association shall apply as applicable to the Registered Nurses and Licensed Practical Nurses and shall remain in effect except to the extent have been modified by this MOU.

  
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For the Board

  
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For the Association

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date

