

**Memorandum of Understanding  
CSN Stipend**

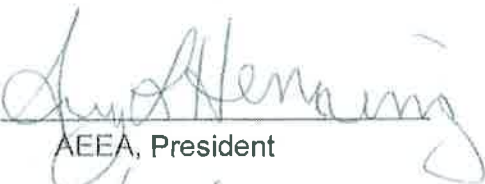
This Memorandum of Understanding ("MOU"), is entered into this 16th day of November, 2021, between the Board of Education of Antioch CCSD #34 (the "Board" or the "District") and the Antioch Elementary Education Association, IEA/NEA.

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

1. The Board and the Association intend to support our nursing group and recognize that the Certified School Nurse (CSN) position has responsibilities that involve leadership of all RN/LPN staff in the district. Coming off negotiations with the RN/LPNs, we would like to recognize the complexity of the role of CSN as an overseer of this group and have the CSN be eligible for a district level stipend of \$5,000 annually. This stipend will be awarded based on the amount of time needed for supervision of all RN/LPN staff, professional development, and other leadership responsibilities necessary for the overall functioning of the nursing department .
2. This MOU is effective immediately 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 AEEA Agreement.
3. All other provisions of the Agreement between the Board and the Association shall remain in effect except to the extent such provisions have been durationally modified by this MOU.
4. This MOU 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 MOU.

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

**ANTIOCH ELEMENTARY  
EDUCATION ASSOCIATION, IEA-NEA**

By:   
AEEA, President

Date: 11/10/21

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

By:   
Antioch CCSD #34 School Board, President

Date: 11/16/21