# Memorandum of Understanding

## Registered Behavior Technician Certification Pay

The Board of Education of the Harlem School District 122, Winnebago County, Illinois (BOARD) and the Harlem Federation of Support Staff (HFSS) are currently parties to a multi-year collective bargaining agreement (CBA) covering 2026-2028. The following provisions of that agreement are amended as follows for the remainder of this bargaining agreement term:

### 1. Purpose

This MOU provides additional hourly compensation to paraeducators who independently obtain Registered Behavior Technician (RBT) certification.

### 2. Eligibility and Compensation

A paraeducator who obtains and maintains active RBT certification and provides documentation to the District will receive an additional **$2.00 per hour** for all hours worked in a paraeducator position.

The additional compensation will begin on the first day of the pay period following the District's receipt and verification of the employee's certification. It will continue while the employee remains in a paraeducator position and maintains active RBT certification.

### 3. Employee Responsibility for Certification

The employee is responsible for obtaining and maintaining RBT certification independently and paying all related costs. The District will not reimburse the employee for certification or maintenance expenses.

### 4. Other Agreement Provisions

All provisions of the parties' collective bargaining agreement remain in effect except as specifically modified by this MOU. If this MOU conflicts with the collective bargaining agreement regarding the compensation described above, this MOU will govern that specific issue.

### 5. District Placement

The District will place any staff member with Registered Behavior Technician (RBT) certification in assignment locations and roles at its discretion, based on the District's needs.

### 6. Effective Date and Term

This MOU takes effect immediately upon execution by both parties and will remain in effect until modified or ended by mutual written agreement of the District and the Federation.

### 7. Signatures

By signing below, the parties agree to the terms of this MOU.

**For Harlem School District 122**

Name/Title: _____

Signature: _____

Date: _____

**For the Harlem Federation of Support Staff**

Name/Title: _____

Signature: _____

Date: _____