

MEMORANDUM OF UNDERSTANDING (“MOU”)

This Memorandum of Understanding, made and entered into this _____ day of _____, 2025, by and between the Board of Education for Pana Community Unit School District No. 8 (“District” or “Board”) and the Educational Support Personnel Union, the exclusive representative of designated non-certified staff regularly employed by the District (“Union”),

WITNESSETH:

WHEREAS, the Board and the Union are parties to a collective bargaining agreement (“CBA” or “Agreement”) covering the 2024-2027 school years; and

WHEREAS, the Agreement governs the terms and conditions of employment of unit members; and

WHEREAS, during the 2024-2025 school year, the District hired multiple employees in the categories of bus driver, cafeteria staff, and paraprofessional; and

WHEREAS, the negotiated increases to base starting wages for these positions in 2025-2026 created a potential inequity between current employees hired in 2024-2025 and future hires; and

WHEREAS, the District and Union desire to address this issue by adjusting the hourly wages of those employees hired in 2024-2025 so their compensation exceeds the newly established starting wages for 2025-2026; and

NOW, THEREFORE, in consideration of the premises and the mutual promises, covenants, and agreements contained herein, and for other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

Section 1. Incorporation of Preambles.

The parties hereby find that all of the recitals contained in the preambles to this Memorandum are full, true, and correct and do incorporate them into this Memorandum by this reference.

Section 2. Wage Adjustments for 2024-2025 Hires.

The following wage adjustments will be made for employees hired in the 2024-2025 school year in the identified categories:

a. Bus Drivers:

- Bus drivers hired in 2024-2025 will receive an hourly wage of **\$21.00** in the 2025-2026 school year.
- Jason House, hired in 2023-2024, will receive an hourly wage of **\$21.25** in recognition of prior service and experience.
- The hourly rate for extra trips will be increased to **\$21.00** beginning in 2025-2026.
- The starting wage for bus aides will increase to **\$15.50**, and the starting wage for crossing guards will increase to **\$15.50** in 2025-2026.

b. Cafeteria Staff:

- All cafeteria staff hired in 2024-2025 will receive an hourly wage of **\$16.75** in 2025-2026, which exceeds the newly established starting wage of \$16.50.

c. Paraprofessionals:

- All paraprofessionals hired in 2024-2025 will receive an hourly wage of **\$17.80** in 2025-2026, which exceeds the newly established starting wage of \$17.50.

Section 3. Applicability and Intent.

This Memorandum applies solely to those employees hired during the 2024-2025 school year in the job classifications identified above and is intended to address the unique wage compression concern created by changes to the starting wage schedule.

Section 4. Execution.

This Memorandum may be executed in counterparts, and any party herein may sign any counterpart. The Memorandum shall be effective when each party hereto shall have signed a counterpart, and a set of counterparts bearing the signatures of each party hereto shall constitute the Agreement as fully as if all the parties shall have signed a single document.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on the date first written above.

**BOARD OF EDUCATION
PANA COMMUNITY UNIT SCHOOL DISTRICT NO. 8**

By: _____
Its President

ATTEST:

Secretary

EDUCATIONAL SUPPORT PERSONNEL UNION

By: _____
Its President

ATTEST:

Secretary
