

**MEMORANDUM OF UNDERSTANDING  
RE: OPTA TRANSITIONAL SALARIES**

This **AGREEMENT** is between the **BOARD OF EDUCATION OF OAK PARK ELEMENTARY SCHOOL DISTRICT NO. 97, COOK COUNTY, ILLINOIS**, (“Board”) and the **OAK PARK TEACHERS’ ASSOCIATION, IEA-NEA**, (“OPTA”) (collectively referred to as the “Parties”).

WHEREAS, the Board and the OPTA entered into a collective bargaining agreement on January 25, 2015 which governs the terms and conditions of employment for the 2014-2015 through the 2017-2018 school years (“2014-2018 Collective Bargaining Agreement”); and,

WHEREAS, Article XVI.A.1 of the “ 2014-2018 Collective Bargaining Agreement” states that “A teacher’s Base Salary for the 2014-2015 school year shall be based on his/her step and lane placement at the end of the 2013-2014 school year, plus educational attainment established by September 30, 2014”; and,

WHEREAS, Article XVI.A.1 of the “ 2014-2018 Collective Bargaining Agreement” states that “Teachers hired on or after July 1, 2014, shall be placed in Salary Band A, B, C, or D with one or more years of credit toward vertical movement within the Salary Band, at the discretion of the Board”; and,

WHEREAS, teachers hired at the commencement of the 2014-2015 school year were contracted using the 2013-2014 salary schedule from the prior agreement; and,

WHEREAS, the Board and the OPTA acknowledge that the 2014-2015 salary for a returning employee be no less than a 1.7% increase from the 2013-2014 salary; and,

WHEREAS, the Board and the OPTA acknowledge that the 2014-2015 salary using “Salary Band A, B, C, or D with one or more years of credit toward vertical movement within the Salary Band” for a returning employee be no less than the 2014-2015 salary that they were initially hired to begin the 2014-2015 school year using the former salary schedule; and,

WHEREAS, the Board and the OPTA acknowledge that, in order to accomplish this that there may be special exceptions where an additional monetary amount may be needed to returning employees or 2014-2015 hires; and,

NOW THEREFORE, in consideration of the above, the Parties acknowledge these special exceptions to the transitional salaries as follow:

1. For the 2014-2015 school year, the based on 2013-2014 Step and September 2014 Lane, the following special exceptions to the Article XVI Initial Placement Table exist impacting the following returning teachers;

- a. BA+15, Step 11 initial placement - \$250 added as a transition amount for the 2014-2015 base salary, and movement to Transition Level 3.5 in the 2015-2016 school year.

- 1. Martha Albers

- 2. For the 2014-2015 school year, the based on 2013-2014 Step and September 2014 Lane, the following special exceptions to the Article XVI Initial Placement Table exist impacting the following teachers hired commencing with the 2014-15 school year;

- a. MA+30, Step 1 initial placement - \$5,250 added as a transition amount for the Band A base salary in the 2014-2015 school year.

- 1. Katherine Czerwinski

- b. MA, Step 4 initial placement - \$5,250 added as a transition amount for the Band A base salary in the 2014-2015 school year and two years of credit towards movement to Band B.

- 1. Faith Harris

- 2. James Kline

- c. MA, Step 8 initial placement - \$2,000 added as a transition amount for the Band B base salary in the 2014-2015 school year and three years of credit towards movement to Band C.

- 1. Betty Carberry

- 2. Josie Dawe

- d. MA+15, Step 7 initial placement - \$750 added as a transition amount for the Band B base salary in the 2014-2015 school year and three years of credit towards movement to Band C.

- 1. Brooke Brennan

- 2. Leslie Weiss

- e. MA+30, Step 9 initial placement - \$2,000 added as a transition amount for the Band C base salary in the 2014-2015 school year and three years of credit towards movement to Band D.

- 1. Chad Porter

**IN WITNESS WHEREOF**, the Parties have executed this Memorandum of Understanding on this \_\_\_\_ day of \_\_\_\_\_, 2015.

OAK PARK TEACHERS' ASSOCIATION,  
IEA-NEA

OAK PARK ELEMENTARY SCHOOL,  
DISTRICT NO. 97, COOK COUNTY  
ILLINOIS

\_\_\_\_\_  
Co-President

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Co-President

\_\_\_\_\_  
Secretary, Board of Education