

MEMORANDUM OF UNDERSTANDING

BETWEEN

Harvey School District 152

AND THE

Harvey Education Association, IEA-NEA

RECITALS

WHEREAS, the of Board of Education of Harvey School District No. 152, Cook County, Illinois (hereinafter referred to as the "Board") and the Harvey Education Association, IEA-NEA (hereinafter referred to as the "Association") (the Board and the Association are collectively referred to as the “parties”) are currently parties to a collective bargaining agreement that is effective for the period from July 1, 2017 through June 30, 2020 (“Agreement”).

WHEREAS, the Association is the sole and exclusive bargaining representative for all full-time and part-time licensed/certified teaching staff including Librarians, Nurses, Social Workers, Psychologists, Counselors, Speech Pathologists, Case Managers, District Literacy Coaches, District Math Coaches, STEM Teachers, EL Resource Teachers, EL Bilingual Teachers (Pre-K), EL Bilingual Teachers (K-2), EL Bilingual Teachers (3-8), Instructional Interventionist, Behavior Intervention Specialists employed by Harvey School District No. 152.

WHEREAS, the Board and the Association previously began negotiations on a successor collective bargaining agreement that would be effective beginning as of July 1, 2020.

WHEREAS, since beginning these negotiations, the school community, the State of Illinois and the United States have been faced with the unprecedented challenges of responding to the COVID-19 pandemic.

WHEREAS, the World Health Organization has declared that the spread and dangers of the COVID-19 virus is a world health pandemic.

WHEREAS, the COVID-19 pandemic has resulted in the declaration of a state of emergency impacting the School District Community, the State of Illinois and entire United States.

WHEREAS, as a result of the unprecedented challenges of COVID-19 and the need to undertake all necessary measures to protect the health of the Association’s members and the health of all the School District’s employees, the Board and the Association agree to conclude their

negotiations and extend the effective date of the Agreement until June 30, 2021 pursuant to all the terms of this Memorandum of Understanding.

WHEREAS, the Board and Association have made good faith efforts to conduct face to face, telephonic and video conference negotiations to reach a new collective bargaining agreement, which have been hindered and halted due to the COVID19 pandemic.

NOW THEREFORE, in consideration of the mutual promises set forth herein, the sufficiency of which are mutually acceptable, the Board and the Association) do hereby agree to this Memorandum of Understanding which shall be effective for the period from July 1, 2020 through June 30, 2021.

1.0 Incorporation of Recitals. The Board and the Association herein agree that the above recitals are true, correct, and material to this Memorandum of Understanding and that said recitals shall herein be incorporated into this Paragraph as if they were fully set forth herein.

2.0 Bargaining Successor Collective Bargaining Agreement. Collective Bargaining between the Board and the Association for a successor CBA shall be suspended until a mutually agreeable date and time during the 2020-2021 school year.

3.0 Extension of Collective Bargaining Agreement. The Board and the Association herein agree to extend their Agreement to June 30, 2021, subject to such additional mutual understandings as are set forth in this Memorandum of Understanding. The intent of this Memorandum of Understanding is to continue all the terms of the Agreement subject to the terms set forth in this Memorandum of Understanding. In the event there are any 2020 dates in the Agreement, other than those specifically addressed in the following paragraphs 3.0 through 5.0, it is the intent of the parties to revise those dates to 2021 dates as necessary to apply those paragraphs to the 2020-2021 school year in accordance with the intent of this paragraph.

4.0 Salary for the 2020-2021 School Year. The Board and the Association herein agree that for the 2020-2021 school year, all bargaining unit members shall receive a step and lane movement, with a minimum of 3% and a maximum of 3%. All bargaining unit employees off-schedule would receive a 3% increase in salary.

The Board and the Association herein agree that the salary schedule that shall be in effect for the 2020-2021 school year shall be that as set forth in the attached Exhibit 1. This salary scheduled shall be inserted as Appendix A into the current collective bargaining agreement and shall be effective only for the period from July 1, 2020 through June 30, 2021.

5.0 Insurance. The Board and the Association herein agree that the insurance benefits contained in Article XVI of the Agreement shall continue to be provided by the Board through June 30, 2021.

6.0 Retirement Incentive. The Board and the Association herein agree that Section XVI C (Retirement Incentive) of the CBA shall remain in full force and effect for the term of this

Memorandum of Agreement shall be extended for the 2020-2021 school year and shall allow bargaining unit members who wish to retire at the end of the 2020-2021 school year and meet the criteria set forth in Section XVI C an opportunity to submit appropriate notification.

7.0 In the event of a conflict between the terms of this MOA and the CBA, the MOA shall control.

IN WITNESS TO the approvals and agreements contained in this Memorandum of Understanding, the Board and the Association by their legally authorized representatives do hereby evidence their respective agreement by their respective signatures set forth below on the dates indicated:

Board of Education of School District No. 152	Harvey Education Association, IEA-NEA
By: _____ Board President	By: _____ Union President
Attest:	Attest:
By: _____ Board Secretary	By: _____ Union Secretary
Date: June ____, 2020	Date: June ____, 2020

EXHIBT 1 TO MEMORANDUM OF UNDERSTANDING
between Harvey School District 152
and the Harvey Education Association, IEA-NEA

(2020-2021 Salary Schedule Appendix A)

2020-2021 Salary Schedule						
Step/ Exp Yrs	BA	BA+24	MA	MA+15	MA+30	
1	\$ 46,361	\$ 48,680	\$ 51,113	\$ 53,158	\$ 55,285	
2	\$ 46,862	\$ 49,205	\$ 51,665	\$ 53,732	\$ 55,882	
3	\$ 47,331	\$ 49,820	\$ 52,440	\$ 54,537	\$ 56,719	
4	\$ 47,803	\$ 50,443	\$ 53,227	\$ 55,355	\$ 57,570	
5	\$ 48,282	\$ 51,074	\$ 54,026	\$ 56,188	\$ 58,433	
6	\$ 48,764	\$ 51,712	\$ 54,835	\$ 57,309	\$ 59,612	
7	\$ 49,253	\$ 52,358	\$ 55,932	\$ 58,457	\$ 60,796	
8	\$ 49,745	\$ 53,013	\$ 57,051	\$ 59,625	\$ 62,013	
9	\$ 50,242	\$ 53,675	\$ 58,192	\$ 60,817	\$ 63,255	
10	\$ 50,745	\$ 54,346	\$ 59,356	\$ 62,034	\$ 64,522	
11		\$ 55,026	\$ 60,543	\$ 63,275	\$ 65,814	
12		\$ 55,714	\$ 61,754	\$ 64,541	\$ 67,132	
13		\$ 56,410	\$ 62,989	\$ 65,831	\$ 68,476	
14		\$ 57,115	\$ 64,248	\$ 67,149	\$ 69,847	
15		\$ 57,828	\$ 65,534	\$ 68,490	\$ 71,246	
16			\$ 66,844	\$ 69,861	\$ 72,673	
17			\$ 68,516	\$ 71,258	\$ 74,307	
18			\$ 70,228	\$ 72,684	\$ 75,979	
19			\$ 71,984	\$ 74,137	\$ 77,689	
20			\$ 73,784	\$ 75,621	\$ 79,436	
21			\$ 75,628	\$ 77,134	\$ 81,223	
22			\$ 77,519	\$ 79,062	\$ 83,254	
23			\$ 79,457	\$ 81,038	\$ 85,334	
24			\$ 81,443	\$ 83,064	\$ 87,469	
25			\$ 83,479	\$ 85,141	\$ 89,655	

All bargaining unit members off schedule shall receive a 3% increase over their 2019-2020 salary.