

## MEMORANDUM OF UNDERSTANDING

The Mid-Valley Special Education Association of St. Charles, IEA-NEA (the "Association") and the Mid-Valley Special Education Cooperative, (the "Employer") have met and discussed the difficulty in hiring a part-time Behavior Technical Assistant. Based on those discussions, the Association and the Employer agree as follows:

1. Based on the difficulty filling this position, and the qualifications and background of the employee selected by the Employer, Mid-Valley Special Education Cooperative, the salary for Tracy Linning shall be \$40,978 (including TRS) annually.
2. This employee shall be a member of the bargaining unit and shall be subject to all other terms and conditions of the parties' collective bargaining agreement.
3. This employee's salary shall be subject to the annual negotiated wage increases, if any, for the bargaining unit.
4. This Memorandum of Understanding is not intended, nor shall it be interpreted as establishing a past practice, precedent or policy applicable to any other bargaining unit member other than this particular employee.
5. This Memorandum of Understanding is not intended, nor shall it be interpreted as individual bargaining in violation of the Illinois Educational Labor Relations Act.

MID-VALLEY SPECIAL EDUCATION ASSOCIATION

By: \_\_\_\_\_  
MVSEA President

By: \_\_\_\_\_  
MVSEA Negotiations Chair

MID-VALLEY SPECIAL EDUCATION  
COOPERATIVE

By: \_\_\_\_\_  
Executive Director – MVSEC

By: \_\_\_\_\_  
Board Chair – MVSEC