

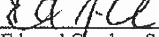
**Memorandum of Agreement--
Speech Pathologist Position**

The Board of Education of River Forest School District 90, Cook County, Illinois (the "Board" or "District") and the River Forest Education Association, IEA/NEA (the "RFEA" or "Association"), agreed to the following based upon the parties' mutual agreement in a meeting in April 2021 related to the speech pathologist position.

Posting and Filling the Speech Pathologist position – The RFEA agrees that the Board may continue to employ an outside agency speech pathologist for the 2021-2022 school year. During the 2021-2022 school year, the District will post the speech pathologist position for the next school year according to Article 4.4 of the 2021-2025 Collective Bargaining Agreement ("CBA"). The District will post and make a good faith effort to fill the speech pathologist position on an annual basis. If the District is unsuccessful after a good faith effort to fill the speech pathologist position, the District will notify the Association that it was unable to fill the speech pathologist position and may continue to employ an outside agency to staff the position.

1. This Memorandum of Agreement may be amended by the parties only upon mutual agreement in writing and signed by each party.
2. The Board and Association agree that this Memorandum of Agreement shall not require either party to bargain over any provision of the CBA or any successor CBA during the term of the CBA or successor CBA, unless such mid-term bargaining is otherwise required by law.
3. This Memorandum of Agreement is not precedential in effect and shall not constitute a practice or precedent under the CBA or any successor CBA.
4. The terms and provisions of this Memorandum of Agreement shall not revise, modify, or otherwise affect any of the terms of the CBA or any successor CBA.

RIVER FOREST SCHOOL DISTRICT 90

By: 
Dr. Edward Condon, Superintendent

Date: 8/11/22

RIVER FOREST EDUCATION ASSOCIATION

By:  
President

Date: 08/09/2022