

Memorandum of Understanding

This Memorandum of Understanding, which amends the 2008-2012 Collective Bargaining Agreement ("Agreement") between the Board of Education of Somonauk Community Unit School District No. 432, ("Board" or "District") and the Somonauk Education Association ("Association"), collectively referred to as the "Parties" is made and entered into on the date shown below.

WHEREAS, the Agreement sets forth the salary schedule and an extra duty schedule which sets forth the payment of wages to certified employees for the duration of the Agreement; and

WHEREAS, due to the financial condition of the District, the Parties have agree to amend the Agreement for certified employees; and


NOW THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the Parties agree as follows:

1. **2011-2012 AMENDMENTS.** Notwithstanding anything in the Agreement to the contrary, the Agreement is amended as follows,
 - A. For the 2011-2012 school year, all certified employees shall receive a flat 4% increase on their salary from the 2010-2011 school year. The Board and SEA agree that the compensation schedule beyond the 2011-2012 school year will have to be redesigned to address the changes made to the 2008-2012 Collective Bargaining Agreement for 2010-2011 and 2011-2012.
 - B. Certified employees who earned a degree or accumulated hours during 2009-2010 and/or 2010-2011 that would allow them to advance to a new lane will also receive \$1748 salary increase per lane earned.
 - C. For the 2011-2012 school year, new employees will be hired on the 2009-2010 salary schedule at BS0 whenever possible.
 - D. As local, state and federal revenues and expenditures are finalized, the Board will communicate with SEA the changes to the Financial Planning Program.
 - E. For the 2010-2011 school year, certified employees who have submitted an irrevocable notice of intent to retire pursuant to Article 14 of the Agreement prior to March 1, 2011, shall receive the retirement benefits provided under Article 14 for the 2011-2012 school year.
2. The Association and the Board are scheduled to negotiate the Collective Bargaining Agreement by the end of the contract, August 23, 2012.
3. **2011-2012 SALARY AND EXTRA DUTY STIPENDS.** Stipends for the 2011-2012 shall be frozen at the amounts that were identified for the 2010-2011 school year for the performance of an extra duty assignment. Any new certified employees that are assigned an extra duty assignment will be paid the stipend on the 2009-2010 schedule.


4. **COMPLETE UNDERSTANDING.** This Agreement sets forth all the promises, agreements, conditions and understandings between the Parties relative to the subject matter hereof, and no other promises, agreements or understandings whether oral or written, expressed or implied exist between the parties.
5. **AMENDMENTS.** No provisions or requirements expressed in this Agreement may be altered, modified, changed and/or canceled after the effective date of this Agreement, except upon the express written consent of all Parties.
6. **EFFECT OF AGREEMENT.** This Agreement shall inure to the benefit of and bind the Board and its respective Board members, administrators, agents, employees, insurers, Successors and assigns and the Association and its officers, agents, representatives, successors and assigns.
7. **EXECUTION.** This Agreement may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the Agreement as fully as if the Parties had signed a single document. The Parties agree to accept facsimile copies of this Agreement as if original copies.
8. **ADDITIONAL DOCUMENTS TO EFFECTUATE AGREEMENT.** The Parties agree to execute any and all additional documents necessary to effectuate the intent and purposes of this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement on this 16th day of May, 2011.

**BOARD OF EDUCATION
SOMONAUK COMMUNITY
UNIT SCHOOL DISTRICT NO. 432**

By: 
Its: President

**SOMONAUK EDUCATION
ASSOCIATION**

By: 
Its: President

ATTEST:

By: 
Its: Secretary, Board of Education