

MEMORANDUM OF AGREEMENT

The Board of Education of Grayslake Community High School District 127 (Board) and the Grayslake Education Association IEA/NEA (Association) are presently parties to collective bargaining agreement covering the period 2018-2021 (the "Agreement"). The Board and the Association agree that in light of the COVID-19 pandemic, it is neither practical nor advised at this time to hold negotiation meetings for a successor bargaining agreement. Therefore, the Board and the Association believe it is in the best interests of all involved to extend the 2018-2021 collective bargaining agreement pursuant to the following terms and conditions.

1. Duration

Article XIII of the Agreement is amended to reflect that the Agreement shall continue in effect until the day before the first day of the 2023-2024 school term.

2. Salary-Certified

Article 8A.1 is amended to read:

"The salary schedules for the 2018-2019, 2019-2020, 2020-2021, 2021-22, and 2022-2023 school years are set forth in Appendix A of this Agreement. Teachers shall each receive one (1) vertical step (except those at the top of the schedule) and all appropriate horizontal movement."

The Salary Schedules to be implemented for 2021-2022 and 2022-2023 will reflect 1.10% added to the base salary each year. Teachers on schedule shall receive no less than a 3.75% increase for 2021-2022.

3. Salary-ESP

Appendix B shall be replaced with a five-column schedule of hourly rates for ESP's reflecting the current starting rates for 2018-2019, 2019-2020, and 2020-2021, and new starting rates for 2021-2022 and 2022-2023. For 2021-22 and 2022-23, the Starting Hourly Wage Schedule (ESP) will increase by 1.00% over the prior year for each year of this Extension. See attached Appendix B.

The Educational Support Personnel's hourly wages will increase at 4% for 2020-21, 2021-22, and 2022-23. The Sub Coordinator Stipend shall remain unchanged. The additional 1% increase to 2020-21 wages will be retroactive to the start of the 2020-21 school year and paid in a separate check within 30 days of approval of this Agreement.

4. Retirement-Certified

Article 8A.6 is deleted in its entirety and replaced with Article 8A.7 from the Parties' 2014-2018 collective bargaining agreement, except for Article 8A.7(E) – Early Retirement Option (ERO) as follows:

8A.7 District Retirement Plan

Eligible teachers may receive the following benefits for providing advance notice of retirement.

A. Eligibility

1. *There shall be available for the duration of this Agreement a voluntary retirement program available to tenured teachers who meet all of the following eligibility criteria:*
2. *Completed at least twenty (20) years of full-time teaching service in the employment of District 127;*
3. *Filed for and eligible for participation in the retirement program of the Illinois Teachers Retirement System; and*
4. *Is considered by TRS to be at least age 55 and will have at least 35 years of service in the Illinois State TRS upon the effective date of retirement.*
5. *At the time of retirement, the teacher's retirement will not require a contribution, payment or penalty of any kind to be paid by the District to TRS. In the event a teacher participates in any TRS program that would require a payment, penalty, or contribution from the Board, the teacher shall not be eligible to participate in this District Plan and shall be required to repay any salary enhancements, penalties, and/ or other benefits received under this Plan.*

B. Retirement Benefit and Procedures

An eligible teacher who submits the irrevocable written notice of retirement by February 1st, to the Superintendent/Designee, in lieu of any other salary increase, will have his or her creditable earnings adjusted for the school year following the school year in which the notice is given by 6% over his or her prior year's creditable earnings. The teacher's creditable earnings shall thereafter, in lieu of any other salary increase, be increased by 6% in each remaining school year of employment. A teacher for whom an extra-duty stipend, extra-curricular stipend, or any other pay beyond base salary was part of the teacher's creditable earnings in the school year in which notice is given, and who ceases to perform such extra duty (whether voluntarily or involuntarily) in any year prior to retirement will have the stipend or other extra pay for that duty subtracted from the creditable earnings increases provided under this Plan for each remaining year of employment. A retiring teacher may receive no more than four (4) years of 6% creditable earnings increases under this program. Under no circumstances may a teacher participating in this program receive a creditable earnings increase exceeding 6% over the teacher's prior year's creditable earnings.

The increases provided in this section will be subtracted from one of the following service recognition amounts, depending upon the teacher's salary lane at exit:

<i>BA & BA 15</i>	<i>\$30,000</i>
<i>MA, MA 10 & MA 20:</i>	<i>\$40,000</i>
<i>MA 30</i>	<i>\$50,000</i>

Any portion of the service recognition amount remaining after providing the creditable earnings increases set forth above will be paid to the teacher by August 15, provided the teacher has retired into the Illinois Teachers' Retirement System and has received his or her final paycheck for regular earnings.

C. Duration of Program

The entire retirement program set forth in this Section shall be available only for the life of this Collective Bargaining Agreement and shall sunset at the end of the Agreement. Participating teachers who elect to retire under the provisions of this program will receive only the benefits of this program, and will not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement.

D. Insurance

Teachers retiring under this program will be allowed the opportunity to continue coverage in the District's medical and dental insurance plan to the extent permitted under the terms of each plan. The teacher will be required to pay the complete premium to the Business Office/Designee.

Staff members who prior to the effective date of this Memorandum of Agreement elected to retire under Article 8A.6 of the 2018-2021 collective bargaining agreement, Option A or Option B, shall be grandfathered and shall continue to receive the benefits of Option A or Option B, respectively, for their remaining years of employment.

Staff members who prior to the effective date of this Memorandum of Agreement elected to retire under Article 8A.6 of the 2018-2021 collective bargaining agreement, Option C, shall have the option to continue to receive the benefits in Option C, or may elect to prospectively receive 6% salary increases for their remaining years of employment and the lump sum payout formula of Article 8A.7 from the Parties' 2014-2018 collective bargaining agreement. If an irrevocable written election to discontinue participation in Option C is not submitted to the Associate Superintendent/CSBO by February 1, 2021, the staff member shall remain under Option C of the Parties' 2018-2021 collective bargaining **agreement** for the remainder of the staff member's employment. If the staff member elects to leave Option C, both the 3% salary increases received under Option C and the 6% salary increases for the staff member's remaining years of employment will be subtracted from the lump sum payout formula.

5. All other terms and conditions of the Parties' 2018-2021 collective bargaining agreement will remain in full force and effect, except as expressly modified above. This Memorandum of Agreement shall be effective upon approval by the Board of Education.

Grayslake Education Association
IEA/NEA



Date

Board of Education, Grayslake Community
High School District 127,
Lake County, Illinois



President

November 13, 2020

Date

EXHIBIT Appendix A:

2021-22 Certified Salary Schedule

STEP	BA-0	BA-15	MA-0	MA-10	MA-20	MA-30
1	\$48,515.00	\$50,116.00	\$51,770.00	\$53,220.00	\$54,710.00	\$56,241.00
2	\$49,970.00	\$51,619.00	\$53,323.00	\$54,816.00	\$56,351.00	\$57,929.00
3	\$51,469.00	\$53,168.00	\$54,923.00	\$56,461.00	\$58,041.00	\$59,667.00
4	\$53,013.00	\$54,763.00	\$56,570.00	\$58,154.00	\$59,783.00	\$61,456.00
5	\$54,604.00	\$56,406.00	\$58,267.00	\$59,899.00	\$61,576.00	\$63,300.00
6	\$56,242.00	\$58,099.00	\$60,015.00	\$61,696.00	\$63,424.00	\$65,199.00
7	\$57,930.00	\$59,841.00	\$61,816.00	\$63,547.00	\$65,326.00	\$67,155.00
8	\$0.00	\$61,636.00	\$63,670.00	\$65,453.00	\$67,286.00	\$69,170.00
9	\$0.00	\$63,485.00	\$65,580.00	\$67,417.00	\$69,305.00	\$71,245.00
10	\$0.00	\$0.00	\$67,547.00	\$69,439.00	\$71,383.00	\$73,382.00
11	\$0.00	\$0.00	\$69,574.00	\$71,523.00	\$73,524.00	\$75,584.00
12	\$0.00	\$0.00	\$71,661.00	\$73,668.00	\$75,730.00	\$77,851.00
13	\$0.00	\$0.00	\$73,812.00	\$75,878.00	\$78,002.00	\$80,187.00
14	\$0.00	\$0.00	\$76,026.00	\$78,154.00	\$80,343.00	\$82,592.00
15	\$0.00	\$0.00	\$78,306.00	\$80,498.00	\$82,753.00	\$85,070.00
16	\$0.00	\$0.00	\$80,655.00	\$82,914.00	\$85,235.00	\$87,622.00

2022-23 Certified Salary Schedule

STEP	BA-0	BA-15	MA-0	MA-10	MA-20	MA-30
1	\$49,049.00	\$50,668.00	\$52,340.00	\$53,806.00	\$55,312.00	\$56,860.00
2	\$50,520.00	\$52,187.00	\$53,910.00	\$55,419.00	\$56,971.00	\$58,567.00
3	\$52,036.00	\$53,753.00	\$55,528.00	\$57,083.00	\$58,680.00	\$60,324.00
4	\$53,597.00	\$55,366.00	\$57,193.00	\$58,794.00	\$60,441.00	\$62,133.00
5	\$55,205.00	\$57,027.00	\$58,908.00	\$60,558.00	\$62,254.00	\$63,997.00
6	\$56,861.00	\$58,739.00	\$60,676.00	\$62,375.00	\$64,122.00	\$65,917.00
7	\$58,568.00	\$60,500.00	\$62,496.00	\$64,247.00	\$66,045.00	\$67,894.00
8	\$0.00	\$62,314.00	\$64,371.00	\$66,173.00	\$68,027.00	\$69,931.00
9	\$0.00	\$64,184.00	\$66,302.00	\$68,159.00	\$70,068.00	\$72,029.00
10	\$0.00	\$0.00	\$68,291.00	\$70,203.00	\$72,169.00	\$74,190.00
11	\$0.00	\$0.00	\$70,340.00	\$72,310.00	\$74,333.00	\$76,416.00
12	\$0.00	\$0.00	\$72,450.00	\$74,479.00	\$76,564.00	\$78,708.00
13	\$0.00	\$0.00	\$74,624.00	\$76,713.00	\$78,861.00	\$81,070.00
14	\$0.00	\$0.00	\$76,863.00	\$79,014.00	\$81,227.00	\$83,501.00
15	\$0.00	\$0.00	\$79,168.00	\$81,384.00	\$83,664.00	\$86,006.00
16	\$0.00	\$0.00	\$81,543.00	\$83,827.00	\$86,173.00	\$88,586.00

Appendix B

Starting Hourly Wage Schedule (ESP)					
Level or Category	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Administrative Assistant	\$22.73	\$22.95	\$23.18	\$23.41	\$23.65
ESP Level 1	\$19.82	\$20.01	\$20.21	\$20.41	\$20.62
ESP Level 2	\$17.19	\$17.36	\$17.54	\$17.72	\$17.89
ESP Level 3	\$16.60	\$16.77	\$16.94	\$17.11	\$17.28
Category 2 (Nurse)	\$34.97	\$35.32	\$35.67	\$36.03	\$36.39
Category 3 (All Paraprofessionals)	\$16.60	\$16.77	\$16.94	\$17.11	\$17.28
Business Services- Category 1	\$25.25	\$25.50	\$25.75	\$26.01	\$26.27
Business Services- Category 2	\$19.75	\$19.95	\$20.15	\$20.35	\$20.56
Business Services- Category 3	\$18.07	\$18.25	\$18.43	\$18.61	\$18.80
Technology Category 1 (Infrastructure Operations Tech)	\$31.30	\$31.61	\$31.93	\$32.25	\$32.57
Technology Category 2 (Tech I)	\$22.14	\$22.36	\$22.58	\$22.81	\$23.03
Technology Category 3 (Tech II)	\$19.82	\$20.01	\$20.21	\$20.41	\$20.62
Sub Coordinator Stipend	\$6,000.00	\$6,000.00	\$6,000.00	\$6,000.00	\$6,000.00

2021-2022 Coaching Salary Schedule

% of Increase	1.10% Years	Level 1	Level 2	Level 3	Level 4
		Football, Basketball, Wrestling, Track	Baseball, Softball, Volleyball, Soccer, Tennis, Cheerleading, Poms (winter), Lacrosse	Cross Country, Bowling, Golf, Pom (Fall)	Weight Room
Head Coach (Varsity)					
	1	\$7,523	\$6,583	\$6,113	\$2,116
	2	\$7,523	\$6,583	\$6,113	
	3	\$7,758	\$6,818	\$6,348	
	4	\$7,758	\$6,818	\$6,348	
	5	\$7,993	\$7,053	\$6,583	
	6	\$8,229	\$7,288	\$6,818	
	7	\$8,463	\$7,523	\$7,053	
	8	\$8,699	\$7,758	\$7,288	
	9	\$8,933	\$7,993	\$7,523	
	10	\$9,169	\$8,229	\$7,758	
	11+	\$9,404	\$8,463	\$7,993	
Head Coach (Varsity Assistant, J. V. Head Coach, Sophomore Head, Freshman Head)					
	1	\$6,113	\$5,642	\$5,172	
	2	\$6,113	\$5,642	\$5,172	
	3	\$6,301	\$5,830	\$5,360	
	4	\$6,301	\$5,830	\$5,360	
	5	\$6,489	\$6,018	\$5,548	
	6	\$6,677	\$6,207	\$5,736	
	7	\$6,865	\$6,395	\$5,924	
	8	\$7,053	\$6,583	\$6,113	
	9	\$7,241	\$6,771	\$6,301	
	10	\$7,429	\$6,959	\$6,489	
	11+	\$7,617	\$7,147	\$6,677	
Assistant Coach (J.V. Assistant, Sophomore Assistant, Freshman Assistant)					
	1	\$5,642	\$5,172	\$4,702	
	2	\$5,642	\$5,172	\$4,702	
	3	\$5,814	\$5,360	\$4,890	
	4	\$5,814	\$5,360	\$4,890	
	5	\$6,018	\$5,548	\$5,078	
	6	\$6,207	\$5,924	\$5,454	
	7	\$6,395	\$6,113	\$5,642	
	8	\$6,583	\$6,301	\$5,830	
	9	\$6,771	\$6,489	\$6,018	
	10	\$6,959	\$6,677	\$6,207	
	11+	\$7,147	\$6,865	\$6,395	

2022-2023 Coaching Salary Schedule

		Level 1	Level 2	Level 3	Level 4
			Baseball, Softball, Volleyball,		
		Football, Basketball, Wrestling, Track	Soccer, Tennis, Cheerleading, Poms (winter), Lacrosse	Cross Country, Bowling, Golf, Pom (Fall)	Weight Room
% of Increase	1.10%				
Head Coach (Varsity)	Years				
	1	\$7,606	\$6,655	\$6,180	\$2,139
	2	\$7,606	\$6,655	\$6,180	
	3	\$7,844	\$6,893	\$6,418	
	4	\$7,844	\$6,893	\$6,418	
	5	\$8,081	\$7,130	\$6,655	
	6	\$8,319	\$7,368	\$6,893	
	7	\$8,556	\$7,606	\$7,130	
	8	\$8,794	\$7,844	\$7,368	
	9	\$9,031	\$8,081	\$7,606	
	10	\$9,270	\$8,319	\$7,844	
	11+	\$9,508	\$8,556	\$8,081	
Head Coach (Varsity Assistant, J. V. Head Coach, Sophomore Head, Freshman Head)					
	1	\$6,180	\$5,704	\$5,229	
	2	\$6,180	\$5,704	\$5,229	
	3	\$6,370	\$5,895	\$5,419	
	4	\$6,370	\$5,895	\$5,419	
	5	\$6,560	\$6,085	\$5,609	
	6	\$6,750	\$6,275	\$5,800	
	7	\$6,940	\$6,465	\$5,990	
	8	\$7,130	\$6,655	\$6,180	
	9	\$7,320	\$6,845	\$6,370	
	10	\$7,511	\$7,035	\$6,560	
	11+	\$7,701	\$7,225	\$6,750	
Assistant Coach (J.V. Assistant, Sophomore Assistant, Freshman Assistant)					
	1	\$5,704	\$5,229	\$4,754	
	2	\$5,704	\$5,229	\$4,754	
	3	\$5,878	\$5,419	\$4,944	
	4	\$5,878	\$5,419	\$4,944	
	5	\$6,085	\$5,609	\$5,134	
	6	\$6,275	\$5,990	\$5,514	
	7	\$6,465	\$6,180	\$5,704	
	8	\$6,655	\$6,370	\$5,895	
	9	\$6,845	\$6,560	\$6,085	
	10	\$7,035	\$6,750	\$6,275	
	11+	\$7,225	\$6,940	\$6,465	

**Extracurricular Stipend Schedule
2020-2021**

%	of Increase	1.10%	YEARS				
			1,2	3,4	5,6	7,8	9,10+
LEVEL	A		\$3,721	\$3,953	\$4,186	\$4,418	\$4,651
	B		\$2,325	\$2,558	\$2,790	\$3,023	\$3,256
	C		\$1,860	\$2,093	\$2,325	\$2,558	\$2,790
	D		\$1,395	\$1,628	\$1,860	\$2,093	\$2,325
	E		\$1,163	\$1,395	\$1,628	\$1,860	\$2,093
	F		\$930	\$1,163	\$1,395	\$1,628	\$1,860

**Extracurricular Stipend Schedule
2021-2022**

%	of Increase	1.10%	YEARS				
			1,2	3,4	5,6	7,8	9,10+
LEVEL	A		\$3,762	\$3,996	\$4,232	\$4,467	\$4,702
	B		\$2,351	\$2,586	\$2,821	\$3,056	\$3,292
	C		\$1,880	\$2,116	\$2,351	\$2,586	\$2,821
	D		\$1,410	\$1,646	\$1,880	\$2,116	\$2,351
	E		\$1,176	\$1,410	\$1,646	\$1,880	\$2,116
	F		\$940	\$1,176	\$1,410	\$1,646	\$1,880

**Extracurricular Stipend Schedule
2022-2023**

%	of Increase	1.10%	YEARS				
			1,2	3,4	5,6	7,8	9,10+
LEVEL	A		\$3,803	\$4,040	\$4,279	\$4,516	\$4,754
	B		\$2,376	\$2,615	\$2,852	\$3,090	\$3,328
	C		\$1,901	\$2,139	\$2,376	\$2,615	\$2,852
	D		\$1,426	\$1,664	\$1,901	\$2,139	\$2,376
	E		\$1,189	\$1,426	\$1,664	\$1,901	\$2,139
	F		\$951	\$1,189	\$1,426	\$1,664	\$1,901