

MEMORANDUM OF UNDERSTANDING
Early Childhood Assessment Team Summer Work

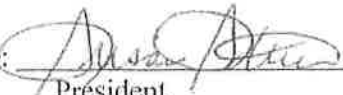
This Memorandum of Understanding is entered into by and between the **Board of Education of Antioch Community Consolidated School District No. 34, Lake County, Illinois (“Board”)** and the **Antioch Elementary Education Association, IEA-NEA (“AEEA”)** (collectively, the Parties). The Parties have agreed as follows:

1. **Compensation for Summer Work for Early Childhood Assessment Team (“ECAT”) Members During Summer of 2016.** AEEA members who are part of the District’s ECAT (*i.e.*, Speech Pathologists, Certified School Nurses, and School Psychologists) may be required to conduct assessments over the summer of 2016, resulting in them working more than 180 days in the 2015-2016 contract year (first day of the 2015-2016 school year to first day of the 2016-2017 school year). For any days worked at the District’s request beyond 180 days in the 2015-2016 contract year, such ECAT members will be compensated on a per diem basis, in half-day increments. Each member’s per diem pay will be calculated by dividing his/her annual salary on the salary schedule by 180.
2. **ECAT Work Year as of 2016-2017 Contract Year.** Effective as of the first day of the 2016-2017 school year, the work year for AEEA members who are part of the District’s ECAT (*i.e.*, Speech Pathologists, Certified School Nurses, and School Psychologists) will follow the same schedule as teachers, except that a building principal may excuse an ECAT member from attending work on one or more days during the school year and, in place of the excused days, reschedule the ECAT member to work an equivalent number of work days over the summer break. Such rescheduling of an ECAT member’s work year will not involve additional compensation.
3. **No Increases Over 6%.** Anything in any collective bargaining agreement between the Parties or this Memorandum notwithstanding, no compensation will be permitted under this Memorandum if such compensation would cause an increase of more than 6% over an employee’s prior year’s creditable earnings.

IN WITNESS WHEREOF, the Board and the AEEA have executed this Agreement on the dates written below.


Signature page to follow

**ANTIOCH ELEMENTARY
EDUCATION ASSOCIATION,
IEA-NEA**

By: 
President


Date: 6-15-16

**BOARD OF EDUCATION OF
ANTIOCH COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT NO. 34,
LAKE COUNTY, ILLINOIS**

By: 
Board President

Date: _____

ATTEST

By: 
Board Secretary

Date: 21 JUNE 2016

MEMORANDUM OF UNDERSTANDING
Internal Substitution

This Memorandum of Understanding is entered into by and between the **Board of Education of Antioch Community Consolidated School District No. 34, Lake County, Illinois ("Board")** and the **Antioch Elementary Education Association, IEA-NEA ("AEEA")** (collective, the Parties). The Parties have agreed as follows:

- Teachers at the Upper Grade School may give up their individual planning time and/or their duty free lunch period to be used for internal substitution and will be paid at the internal sub rate.
- Teachers at the Upper Grade School may be used for internal substitution during their team planning period, and after two (2) occurrences, shall be paid be at the internal sub rate for each subsequent period.
- In emergencies, a class such as P.E. may be assigned to another teacher during his/her regular teaching period. When this happens the teacher shall be paid at the internal sub rate.
- Teachers in elementary buildings who lose their preparation period (up to 30 minutes) due to unavailability of substitutes shall be paid the internal sub rate for the actual amount of lost preparation time, only after they have completed two (2) occurrences of substitution.


IN WITNESS WHEREOF, the Board and the AEEA have executed this Agreement on the dates written below.

**ANTIOCH ELEMENTARY
EDUCATION ASSOCIATION,
IEA-NEA**

By: 
President


Date: 1-6-17

**BOARD OF EDUCATION OF
ANTIOCH COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT NO. 34,
LAKE COUNTY, ILLINOIS**

By: 
Board President

Date: _____

ATTEST

By: 
Board Secretary

Date: _____

MEMORANDUM OF UNDERSTANDING
Mid-Year Lane Advancement

This Memorandum of Understanding is entered into by and between the **Board of Education of Antioch Community Consolidated School District No. 34, Lake County, Illinois** ("**Board**") and the **Antioch Elementary Education Association, IEA-NEA** ("**AEEA**") (collective, the Parties). The Parties have agreed as follows:

Article 13.4 Lane Advancement

If the documentation is submitted after September 30, but on or before February 28, the advancements shall be effective on the thirteenth (13th) paycheck of the school term. In this case, the compensation shall be computed to equal credit for one-half (½) of the school year and prorated over the teacher's remaining checks.

IN WITNESS WHEREOF, the Board and the AEEA have executed this Agreement on the dates written below.

**ANTIOCH ELEMENTARY
EDUCATION ASSOCIATION,
IEA-NEA**

By: 
President

Date: 1-6-17

**BOARD OF EDUCATION OF
ANTIOCH COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT NO. 34,
LAKE COUNTY, ILLINOIS**

By: 
Board President

Date: _____

ATTEST

By: 
Board Secretary

Date: _____