

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by the Northwest Suburban Special Education Association (“the Association” or “NSSEA”) and the Governing Board of the Northwest Suburban Special Education Organization (“NSSEO”), parties a collective bargaining agreement in effect from the first day of the work year in August 2022 through the last day of the work year of the 2025-2026 school year.

Recitals

WHEREAS, the parties negotiated comprehensive wage matrices for the duration of the contract term covering five lanes and up to twenty-five steps; and

WHEREAS, the parties intended that the eligibility for placement in Lane III be limited to earning a Master’s degree; and

WHEREAS, due to a clerical error, Lane III still lists “B.A. +36” as an additional criteria.

NOW, THEREFORE, it is agreed by NSSEO and the Association as follows:

- 1. The lane headings for each year’s salary matrix are hereby modified to reflect the following:

STEP	LANE I B.A.	LANE II B.A.+15	LANE III M.A.	LANE IV M.A.+15	LANE V M.A.+30
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- 2. No changes are made to the rates of pay or any other aspect of each year’s salary matrix.
- 3. This Memorandum of Understanding is not subject to the grievance/arbitration provisions of the CBA. NSSEO and the Association agree that this Memorandum of Understanding shall not negate or modify any provision of the CBA except as addressed herein, and shall not require either party to bargain over any provision of the CBA during the term of the CBA, unless such bargaining is otherwise required by law.

NSSEA, IEA-NEA

Eileen Bell

President

Meghan Cassidy

Secretary

Date:

4-5-2023

Governing Board of NSSEO

Anna Klenkowitz

President

Debra Holt

Secretary

Date:

04/05/2023