

**MEMORANDUM OF AGREEMENT**  
**Between the**  
**THE BOARD OF EDUCATION OF BELLWOOD SCHOOL DISTRICT 88**  
**COOK COUNTY, ILLINOIS**  
**and the**  
**THE BELLWOOD EDUCATION ASSOCIATION, IEA/NEA**

This Memorandum of Agreement is entered into this 24<sup>th</sup> day of MAY, 2021, between the Bellwood School District 88 ("Employer") and the Bellwood Education Association, IEA/NEA ("Union") for the purpose of replacing Article VII, Section 7.1 through and including Section 7.4 of the 2018-2023 Collective Bargaining Agreement with the language as provided below

Nothing in this Memorandum of Understanding in any way negates, modifies, changes or supplements any provision of the parties' collective bargaining agreement except as spelled out in this Memorandum of Understanding.

**ARTICLE VII- EMPLOYEE COMPENSATION AND FRINGE BENEFITS**

**7.1 Experience Credit**

Credit for teaching experience outside District 88 shall be limited to a maximum of eight (8) years. The scale in this section shall be used to establish the starting salary for new teachers in the District for the 2021-2022 and 2022-2023 school years.

**School Year 2021-22 & 2022-23 HIRING MATRIX**

| <b>Step</b> | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> | <b>MA+45</b> | <b>MA+60</b> |
|-------------|-----------|--------------|-----------|--------------|--------------|--------------|--------------|
| <b>1</b>    | 46,500    | 47,000       | 49,500    | 50,500       | 51,500       | 52,500       | 55,500       |
| <b>2</b>    | 47,000    | 47,500       | 50,000    | 51,000       | 52,000       | 53,000       | 56,000       |
| <b>3</b>    | 47,500    | 48,000       | 50,500    | 51,500       | 52,500       | 53,500       | 56,500       |
| <b>4</b>    | 48,000    | 48,500       | 51,000    | 52,000       | 53,000       | 54,000       | 57,000       |
| <b>5</b>    | 48,500    | 49,000       | 51,500    | 52,500       | 53,500       | 54,500       | 57,500       |
| <b>6</b>    | 49,000    | 49,500       | 52,000    | 53,000       | 54,000       | 55,000       | 58,000       |
| <b>7</b>    | 49,500    | 50,000       | 52,500    | 53,500       | 54,500       | 55,500       | 58,500       |
| <b>8</b>    | 50,000    | 50,500       | 53,000    | 54,000       | 55,000       | 56,000       | 59,000       |

For the 2021-22 and 2022-23 school years the starting salary for a first year employee placed at BA will be \$46,500. For each year of recognized teaching experience a new hire will receive \$500.

## 7.2 Salary Schedules

- A. The base shall increase by 1.7% for the 2018-19 school year, 1.28% for the 2019-20 school year, and 1.3% for the 2020-21 school year. In addition, those employees eligible for step movement shall advance one step in each year of the agreement. Those employees not eligible for a step shall receive the equivalent of a step plus 1.7% in the base salary for the 2018-19 school year, 1.28 % in the base salary for the 2019-20 school year, and 1.3% in the base salary for the 2020-21 school year.

For the 2021-2022 and 2022-2023 school years, the starting salary for a first year employee placed at BA will be \$46,500. For each year of recognized teaching experience a new hire will receive \$500. For example, a newly hired teacher possessing an MA and 5 years of teaching experience would have a starting salary of \$52,000 as reflected on the Hiring Matrix in 7.1 above.

### B. **Salary Schedule(s) – attached herein**

1. During the school years 2018-2019, 2019-2020, and 2020-2021, members shall be paid in accordance with the compensation schedule attached hereto as an appendix incorporated herein.
2. For the 2021-2022 school year, bargaining unit members shall receive a 3.5% increase over their 2020-2021 school year base salary. For the 2022-2023 school year, bargaining unit members shall receive a 3.0% increase over their 2021-2022 school year base salary.

### 3. **Lane and Micro-Endorsement Adjustments**

The lane adjustments for education and training are as follows. Lane and Micro-endorsement advancements are added to the base salary to formulate the total base salary.

| <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> | <b>MA+45</b> | <b>MA+60</b> | <b>Micro-End.</b> |
|--------------|-----------|--------------|--------------|--------------|--------------|-------------------|
| \$500        | \$2,500   | \$1,000      | \$1,000      | \$1,000      | \$3,000      | \$500/each        |

*Individuals who receive the mentoring micro-endorsement are not eligible for the micro-endorsement base salary advancement. Mentors will receive a yearly stipend.*

### 4. **Formula for Compensation**

(Previous year's base salary + any lane and/or micro endorsement advancement) x (Salary Increase % from section B) = new base salary. Example: 2020-21 salary \$57,104+\$2,500(moved from BA+15 to MA Lane)= \$59,604\*1.035(% increase) = \$61,690 (new 2021-22 salary). \$61,690 becomes the base for determining the

salary for 2022-23. Lane movement after the start of the school year will be consistent with language in the Lane Change Request form.

**7.4 College Graduate Credits, Continuing Education Units (CEUs), and Micro-endorsement**

A. Teachers will be reimbursed for graduate courses related to the field of education and continuing education units (CEUs) if approved in advance by the Superintendent. Reimbursement will be in accordance with Section 7.17 of the Agreement.

B. Tenured teachers will be granted one (1) CEU for each ten (10) hours of contact time included in advanced training courses and programs which are through an accredited college or university. Contact time means the time directly involved in the specific activity, class or workshop. Such courses must be approved by the Superintendent or designee prior to enrollment. Approval of such courses will be at the sole discretion of the Superintendent. The approval form will be time and date-stamped and a copy will be provided to the teacher at the time of submission. Absent a written denial within thirty (30) calendar days of submission the course will be deemed approved. The Superintendent may approve such credit on an individual application basis or as part of offering and advertising such activity to the staff.

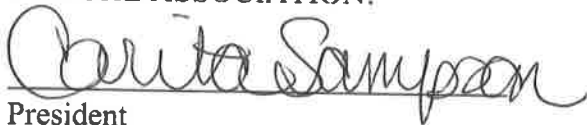
C. Graduate courses and CEUs will be counted for lane change accumulation on the salary schedule. CEUs cannot count for a Master's degree, unless earned from a college or university that has been pre-approved by the Superintendent or Curriculum Director. However, CEUs can count toward horizontal advancement on the BA+15, MA+15, MA+30, MA+45 and MA+60 lanes.

**D. Micro-endorsements**

- i. Priority will be given to tenured teachers for participation in the District 88 micro-endorsement program. In the event that there is space in the program, 3rd and 4th year employees will have an opportunity to apply for participation in the program.
- ii. Only Micro-credentials earned through District 88's micro-endorsement program are eligible for the compensation provided for in 7.2 (b)(C) above.
- iii. Credits earned in this program can also be applied to lane advancement.
- iv. Participants of this program are ineligible for Professional Development compensation related to work within this program. Teachers may be asked to facilitate a professional development session as it relates to the micro-endorsements earned.
- v. District 88 shall cover all costs associated with a bargaining unit members' participation in the micro-endorsement program.

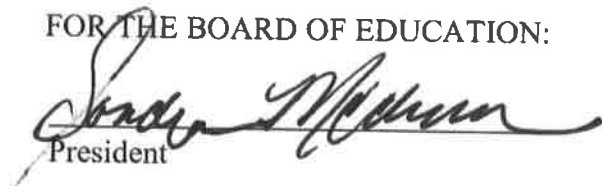
- vi. Micro-endorsements will count toward horizontal advancement on the BA+15, MA+15, MA+30, MA+45, and MA+60 lanes. Teachers will be granted (1) credit hour for each micro-credential earned, upon the completion of a micro-endorsement.
- vii. Earning micro-endorsements is not through an accredited institution, so they will not count toward horizontal advancement leading to the MA lane. The purpose of the program is to afford teachers the opportunity to receive specialized training, share the knowledge with colleagues and be compensated for the amount of work that is entailed.
- viii. If a teacher voluntarily resigns (excluding a resignation in lieu of non-renewal) from the School District prior to the completion of the micro-endorsement program, the teacher shall freely, knowingly, and voluntarily give express written consent at the time the withholding is made for the School District to deduct the amount of associated costs from his/her final compensation, or the teacher shall repay to the School District no later than thirty (30) days from the date of separation from service, as provided in promissory agreement.
- ix. If a teacher voluntarily discontinues participation in the micro-endorsement program prior to the completion of the micro-endorsement program, the teacher shall freely, knowingly, and voluntarily give express written consent at the time the withholding is made for the School District to deduct the amount of associated costs from his/her compensation, or the teacher shall repay to the School District no later than thirty (30) days from the date of discontinuing in the program, as provided in promissory agreement.

FOR THE ASSOCIATION:

  
President

Date 06/01/2021

FOR THE BOARD OF EDUCATION:

  
President

Date 5/27/21

(Original document: May 5, 2021)