

LETTER OF UNDERSTANDING

This Agreement is made on the dates set forth between the Board of Education of Community Consolidated School District 62 ("District") and the Des Plaines Educational Support Personnel Association, IEA-NEA ("Association"), collectively referred to as the "parties."

Whereas, the District and the Association are parties to the 2017-2021 Collective Bargaining Agreement ("CBA"); and

Whereas, Article XIV E of the CBA provides that eleven (11) months bargaining unit members will be paid twenty-two (22) pays over eleven (11) months; and

Whereas, four association bargaining unit members, Eileen Malony, Yanira Ocasio, Denise Wiorek, and Elaine Kraemer, who are eleven-month employees, have requested that they be paid over twenty-four (24) pay periods over twelve (12) months; and

Whereas, the request is inconsistent with Article XIV E of the CBA language, and

Whereas, the District and the Association have discussed the association bargaining unit members' request and the pertinent contract language.

Now, therefore, the parties have agreed as follows:

1. Said association bargaining unit members' request will be granted and they will have their respective salary paid over twenty-four (24) pay periods over twelve (12) months.
2. The change to the twenty-four (24) pay periods will occur immediately upon the execution of the Agreement by the parties.
3. The change to the twenty-four (24) pay periods will occur following the execution of the Agreement by the parties.
4. Said association bargaining unit members will receive their July 30, 2019 paycheck as well as a retroactive payment for the July 15, 2019 payroll.
5. Notwithstanding the change from twenty-two (22) to twenty-four (24) pay periods, each bargaining unit member's respective salary will remain unaffected, including any applicable annual salary increases as per the CBA.
6. This Agreement is non-precedential and all other provisions of the CBA remain in effect.
7. This agreement will only apply to these four employees as long as they work at Iroquois. If they change buildings, these employees would revert back to 22 pays per year.

Michael Amadio
For the District Asst. Sup for HR.

8-5-19
Date

Becky L
For the Association President DPESPA

8/5/19
Date