

Memorandum of Agreement

This Memorandum of Agreement is entered into on the day set forth below by the Des Plaines Community Consolidated School District 62 ("the District") and the Des Plaines Educational Support Personnel Association ("the Association") jointly referred to as "the Parties" regarding recipients of longevity payments.

Whereas, the District and the Association are the Parties to the 2017-2021 Collective Bargaining Agreement;

Whereas, Article XIV.D. of the Collective Bargaining Agreement provides for a longevity program;

Whereas, the longevity program has changed over the course of the previous Collective Bargaining Agreements;

Whereas, the Parties have identified errors in the application and calculations of the longevity program.

NOW, THEREFORE, the Parties hereby agree as follows:

1. The District provided a one-time payment, with all normal payroll withholdings, on May 15, 2021 to all Association members who were not provided the full longevity payment to which the members were entitled and were thereby underpaid. The list of the association members so affected is attached hereto as Exhibit A.
2. The District agrees that it will not attempt to recoup payment from any Association members who received longevity payments to which they were not eligible and were thereby overpaid. The list of the association members from whom the District agrees not to recoup said payment is attached hereto as Exhibit A.
3. The Parties agree that the payment made on May 15, 2021 will fully resolve all issues related to longevity payments up and through the date of the payment involving the association members listed in Exhibit A. The Association agrees that it will not grieve or otherwise contest any past longevity payments, or the amounts paid therein, related to any aspect of longevity payments up and through the date of the payment on May 15, 2021 with respect to the association members listed in Exhibit A.
4. This agreement is entered into on a non-precedential basis including but not limited to the issue of recoupment of overpayments to association members.

This Memorandum of Agreement is made part of the Collective Bargaining Agreement. It will become effective upon signing by both Parties.

EXHIBIT A

OVERPAID LONGEVITY	UNDERPAID LONGEVITY
Najma Abbasi	Mercedes Acevedo
Marleny Agudelo	Ruth Conklin
Martha Avina	Maricarmen Gonzalez
Sheila Bellizzi	Esther Gutierrez
Lisa Bojarski	Tamee Hussar
Gloria Carrillo	Tonie Leon
Wendy Devitto	Eileen Malony
Amy Kelly	Sue Pundurs
Flor Marchisotto	Brenda Ruiz
Evelyn Mauricio	Molly Van Wees
Sylvia Ortega	Margie Winiecki
Ariana Pinedo	
Erin Powell	
Sylvia Roe	
Debi Van Antwerp	

FOR THE DISTRICT

m Amador

6-25-21

Date

FOR THE ASSOCIATION

Becky R. J.

6/25/2021

Date