

**MEMORANDUM OF AGREEMENT**

This **MEMORANDUM OF AGREEMENT** (the "Agreement") is entered into this 4<sup>th</sup> day of September, 2018 by and between the **OAK PARK TEACHERS' ASSOCIATION, IEA-NEA** (the "OPTA") and the **BOARD OF EDUCATION OF OAK PARK ELEMENTARY SCHOOL DISTRICT NO. 97** (the "Board" or the "District") (collectively, the "Parties").

**WITNESSETH**

**WHEREAS**, the OPTA is the sole and exclusive bargaining agent for all teachers in the District;

**WHEREAS**, the Parties are currently governed by the 2018-2019 through 2021-2022 Collective Bargaining Agreement between the Board of Education of Oak Park District No. 97 and the Oak Park Teachers' Association, IEA-NEA (the "2018-2022 CBA");

**WHEREAS**, the Parties were formerly subject to the 2014-2015 through 2017-2018 Collective Bargaining Agreement between the Board of Education of Oak Park District No. 97 and the Oak Park Teachers' Association, IEA-NEA (the "2014-2018 CBA");

**WHEREAS**, on June 8, 2018, the Union filed a grievance at Level Two alleging that on or about the first work day after winter break during the 2017-2018 school year, the District violated Article XVI, Paragraph A(6)(g) of the 2014-2018 CBA in its payment of recognition payments to teachers attaining National Board Certification mid-year;

**WHEREAS**, the Parties met to review and discuss the Grievance; and

**WHEREAS**, the Parties desire to resolve the Grievance without admission of liability and seek to avoid any further grievance appeals, arbitration, litigation, legal fees, or further disputes.

**NOW, THEREFORE**, the Parties agree to the following grievance settlement terms:

**1. NBC Mid-Year Recognition Payment**

The following eight (8) teachers satisfied the eligibility and notice requirements under Article XVI, Paragraph A(6)(g) of the 2014-2018 CBA to receive a mid-year recognition payment for achieving National Board Certification during the 2017-2018 school year: Thomas Kanwischer, Caroline Baker, Seth Baker, Timothy McDonald, Katie Noonan, Seth Robey, Shannon Saliny, and Jessica Milburn.

As of September 4, 2018, these eight (8) teachers have each received a \$5,000 mid-year recognition payment for achieving National Board Certification during the 2017-2018 school year. The District now agrees to compensate each of these eight (8) teachers with an additional \$1153.92 in order to increase their total mid-year recognition payment for achieving National Board Certification during the 2017-2018 school year to \$6,153.92. This additional \$1153.92 shall be paid to each of the eight (8) teachers within thirty (30) days after execution of this Agreement, subject to applicable taxes and withholdings.

The Parties agree that no other teachers are entitled to or shall be granted an increase to their mid-year recognition payment under the 2014-2018 CBA.

**2. Grievance Withdrawal**

Based upon the District's agreement as set forth in Paragraph 1, the OPTA agrees to withdraw and not further appeal the Grievance filed on June 8, 2018.

**3. Non-Admission**

This Agreement is solely entered into for the purpose of resolving the Grievance and shall not be construed as an admission by the District of any wrongdoing or liability.

**4. Non-Precedential**

The Parties acknowledge and agree that this Agreement is entirely non-precedential and will not constitute binding precedent for the District or the OPTA in any future grievance or with respect to their interpretation of the amount of mid-year teacher recognition payments under the 2014-2018 CBA or the 2018-2022 CBA.

**5. Effect of Agreement**

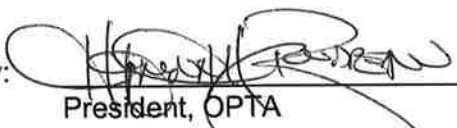
The Parties acknowledge and agree that this Agreement does not modify, amend, or otherwise affect the current contract language in Article XVI, Paragraph A(4) ("National Board Certification Recognition"), Article XVI, Paragraph A(6)(h), or any other provision of the 2018-2022 CBA.

**6. Effective Date**

This Agreement is effective immediately upon execution.

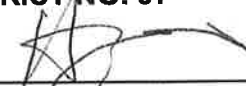
**IN WITNESS WHEREOF**, the Parties have caused this Memorandum of Agreement to be executed by the signatures of their authorized representatives as set forth below.

**OAK PARK TEACHERS'  
ASSOCIATION, IEA-NEA**

By:   
President, OPTA

Date: 9/17/18

**BOARD OF EDUCATION OF  
OAK PARK ELEMENTARY SCHOOL  
DISTRICT NO. 97**

By:   
Board President

Attest:   
Board Secretary

Date: Sept 4 2018