

**MEMORANDUM OF AGREEMENT
BETWEEN
BOARD OF EDUCATION OF PENNOYER SCHOOL DISTRICT NO. 79
AND
THE PENNOYER EDUCATION ASSOCIATION**


The Pennoyer School District No. 79 Board of Education (the "Board") and The Pennoyer Education Association (the "Association") hereby enter into the following Memorandum of Agreement (the "MOU"):

WHEREAS, Pennoyer teacher salaries are one of the lowest in the region;

WHEREAS, the Board and the Association have worked together to address the implications of teacher resignations and teacher hiring shortages; and

NOW THEREFORE, the Board and the Association agree to the following:

1. The Board will provide a one-time salary enhancement of \$2,000.00 to each member of the bargaining unit for the 2023-2024 school year. This one-time salary enhancement will be applied to each member's base salary including the 2023-2024 new teacher hiring table. For all returning members, their 2023-2024 negotiated raise of 4% will be added to the new base salary.
2. For any bargaining unit member who is receiving a retirement incentive and/or is in the the bargaining unit member's final four years prior to retirement, if said one-time bonus should cause the bargaining unit member's TRS creditable earnings to increase the said creditable earnings more than 6% over the previous school year's creditable earnings, the said one-time bonus shall be paid as a post-retirement payment after the bargaining member's final work day and receipt of the final paycheck for regular earnings.
3. The MOU is not subject to Article IX of the Agreement.
4. All other provisions of the Agreement between the Board and the Association shall remain in effect.
5. This MOU shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this MOU.



For the Board



For the Association

5-10-2023

Date

5-11-2023

Date