

**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, there is a national teacher shortage that is unprecedented;

WHEREAS, the Board and the Association have worked together to address the implications of the national teacher shortage; and

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

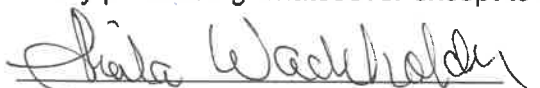
1. The Board will provide a one time ".5 step" increase to each member listed below who has been hired in the past six years for their Catholic school teaching experience and/or their public school paraprofessional experience. This one-time step increase of \$440 per step will be calculated into their 2022/2023 base salary and shall not serve as a basis for any salary rate increase and will not be included in any calculation for salary increase for other members of the bargaining unit. This is a one-time stand alone bonus.

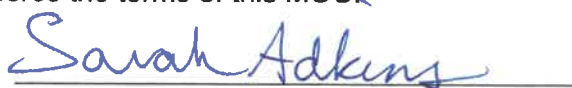
Name	Step Credit	Amount
Brunell, Monica	3	\$1320
Haurer, Erica	.5	\$220
Kafka, Victoria	4.5	\$1980
Kopoulos, Katherine	1.5	\$660
Loring, Meghan	.5	\$220
McManus, Megan	2.5	\$1,100
Strecker, Kiera	1.5	\$660
Widd, Justin	1.5	\$660

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

11-9-2022  
 Date

11-9-2022  
 Date