



WEST CARROLL C.U.S.D. #314
Julie Katzenberger, Superintendent



Memorandum of Understanding
Between the
Board of Education of West Carroll Community Unit School District No. 314
and the
West Carroll Educational Support Personnel Association, IEA-NEA

RE: Voluntary Transfers in Regards to Hourly Wages for 2019-2021

Pursuant to Section 13.4 of the 2018-2021 collective bargaining agreement between the parties listed above, the parties agree that the voluntary transfer positions in regards to hourly wages for 2019-2021 of WCESPA members will be as shown in Exhibit A, attached and incorporated in this Memorandum of Understanding by reference.

IN WITNESS WHEREOF, the Board of Education and the West Carroll Educational Support Personnel Association, IEA-NEA have executed this Agreement on the dates written below.

**West Carroll Educational Support
Personnel Association, IEA-NEA**

By: *Guyana E. Mendez*
President
Date: 10/11/19

**Board of Education of West Carroll
Community Unit School District No. 314**

By: *H. M. H.*
Board President
Date: 10/16/2019

Attest
By: *Beverly Kelpatrick*
Board Secretary
Date: 10/16/2019



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Exhibit A

1. **Moving Up in Classifications:** If the district has posted a WCESPA position and a current WCESPA member is qualified and applies for the position and is offered the position, then he/she may receive additional pay if the position is in the same Seniority Classifications in the Bargaining Unit and above the previous position held (Refer to 13.4 for Classifications). For example, if a building secretary is promoted to a head building secretary, then he/she would receive \$1.00 more per hour of his/her current pay based on the 2018-2019 hourly schedule.
2. **Moving Down in Classifications:** If the district has posted a WCESPA position and a current WCESPA member is qualified and applies for the position and is offered the position, then he/she may receive less pay if the position is in the same Seniority Classifications in the Bargaining Unit and lower than the previous position held (Refer to 13.4 for Classifications). For example, if a head secretary decides to apply for a building secretary position, then he/she would receive \$1.00 less per hour of his/her current pay based on the 2018-2019 hourly schedule.
3. **Switching Classifications:** If the district has posted a WCESPA position and a current WCESPA member is qualified and applies for the position and is offered the position, then he/she would receive the starting salary of the position in a different Seniority Classifications in the Bargaining Unit which could be higher or lower in hourly wage (Refer to 13.4 for Classifications). For example, if a head building secretary making \$13.13 an hour accepts a technology technician position, he/she would then make \$15.84 an hour based on the 2018-2019 hourly schedule.