

**MEMORANDUM OF UNDERSTANDING
CONCERNING HARD-TO-FILL POSITIONS**

This Memorandum of Understanding (“MOU”) is entered into by and between the **Board of Education of Downers Grove Elementary District No. 58, DuPage County, Illinois** (“Board”) and the **Downers Grove Educational Support Personnel, IEA-NEA** (“DGESP”) (hereinafter referred to collectively as “**the Parties**”).

WHEREAS, the Board and DGESP are parties to a collective bargaining agreement (“CBA”) that is in effect from July 1, 2022, through 11:59 p.m. on June 30, 2026; and

WHEREAS, Appendix A of the CBA includes a provision stating that the District will offer staff employed in designated hard-to-fill positions an annual stipend of \$1,200;

WHEREAS, the Parties desire to increase the annual stipend for hard-to-fill positions set forth in Appendix A to \$2,000 in order to recruit and retain staff for these positions;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

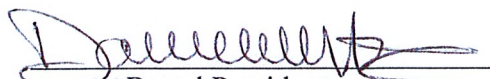
1. **Recitals.** The recitals set forth above are incorporated in this Section as if fully set forth herein.
2. **Hard-to-Fill Stipend.** Beginning on the effective date of this MOU and continuing for the duration of the CBA, the hard-to-fill stipend set forth in Appendix A of the CBA shall be increased from \$1,200 to \$2,000. All other terms and conditions concerning the hard-to-fill stipend shall remain the same.
3. **Effective Date.** This MOU shall become effective on the date of the last Party to sign the MOU.
4. **Expiration Date.** This MOU shall expire upon the expiration of the CBA.
5. **Remaining Terms Still in Effect.** All other terms of the CBA shall remain in full force and effect through the expiration date of the CBA.

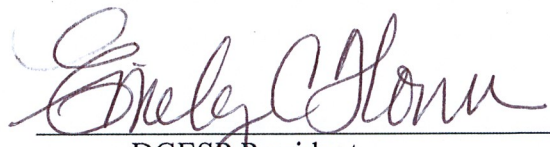
SIGNATURES ON FOLLOWING PAGE

IN WITNESS WHEREOF, the Board of Education of Downers Grove Elementary District No. 58, DuPage County, Illinois and the Downers Grove Educational Support Personnel, IEA-NEA have executed this Memorandum of Understanding on the dates indicated below.

For the Board of Education
School District No. 58

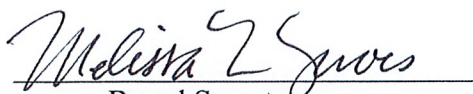
For the Downers Grove
Educational Support Personnel, IEA-NEA


Board President


DGESP President

Date: August 14, 2023

Date: 8-28-23


Board Secretary

Date: August 14, 2023

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