

MEMO OF AGREEMENT
ESL/Bilingual, LBS1, School Support Personnel, Dual Credit Credential(s)

This Memo of Agreement ("MOA") between the Board of Education of DuPage High School District No. 88, DuPage County ("Board"), and the DuPage District 88 Council, Local 571, American Federation of Teachers ("Union") is made and entered into on April 17th, 2023, and shall be subject to the terms and provisions of the collective bargaining agreement between the parties (the "CBA" or "Collective Bargaining Agreement").

The specific provisions of this MOA are as follows:

Teachers pursuing an approved course sequence leading to ESL or Bilingual Endorsements would be eligible for the following:

1. Teachers who pursue the approved six (6) course sequence (18 credit hour maximum) for the ESL/Bilingual Endorsement would be eligible for full tuition reimbursement not to exceed \$500/credit hour. Programs must be approved by the administration. Reimbursement for the final course will be held until the District receives confirmation that the endorsement is on the Teacher's PEL.
2. Teachers who are more than five (5) years from retirement, but are already placed on Scale VII, would be eligible for a one-time non-compounding stipend of \$3800 upon completion of the six (6) required courses (18 credit hours) for the ESL/Bilingual Endorsement and the receipt of confirmation that the endorsement has been posted to the Teacher's PEL. Programs must be approved by the administration.
3. Teachers who already have some of the required courses completed, but need a few more courses would receive a prorated amount of the \$3800 non-compounding stipend as listed above in #2. For example, a Teacher who already has three (3) ESL or Bilingual Master's level courses, and only needs three (3) more Master's level courses, would earn a \$1900 non-compounding stipend.
4. Teachers who are on Scale VI and have already completed some credits towards Scale VII, may complete the full eighteen-hour sequence and receive a pro-rated stipend of \$211 (1/18th of the \$3800 stipend) for each credit hour beyond Scale VII upon completion of the full sequence and after the District receives confirmation that the endorsement has been posted to the Teacher's PEL.
5. Teachers who earn the Bilingual Endorsement on their Professional Educator License (in any language approved by the Administration) would be eligible for a one-time non-compounding stipend of \$1000 upon completion. The Bilingual Endorsement requires a passing score on the Language Proficiency Test through the Illinois Licensure Testing System (ILTS) in addition to the required six (6) courses (18 credit hours). This is in addition to the incentives outlined in #1-4 above. Teachers who earned the full Bilingual Endorsement on their PEL prior to this agreement would be eligible to receive this one-time non-compounding stipend of \$1000, but would not be eligible for the incentives outlined in #1-4 above. Please note the ELS-TBE Transitional Certification is not allowable for this incentive.

Teachers pursuing an approved course sequence leading to LBS1 Endorsements would be eligible for the following:

1. Teachers who pursue the approved three to four (3-4) course sequence (16 credit hour maximum) for the LBS1 Endorsement would be eligible for full tuition reimbursement not to exceed \$500/credit hour. Programs must be approved by the administration. Reimbursement for the final course will be held until the District receives confirmation that the endorsement has been posted to the Teacher's PEL.
2. Teachers who are more than five (5) years from retirement, but are already placed on Scale VII, would be eligible for a one-time non-compounding stipend of \$1900 upon completion of the three to four (3-4) required courses (9-16 credit hours) for the LBS1 Endorsement and the receipt of confirmation that the endorsement has been posted to the Teacher's PEL. Programs must be approved by the administration.
3. Teachers who already have some of the required courses completed, but need a few more courses would receive a prorated amount of the \$1900 non-compounding stipend as listed above in #2. For example, a Teacher who already has two (2) LBS1 courses, and only needs one (1) more LBS1 course, would earn a pro-rated stipend of \$211 (1/9th of the \$1900 stipend) for each credit hour.
4. Teachers who are on Scale VI and have already completed some credits towards Scale VII, may complete the full nine to sixteen (9-16) hour sequence and receive a pro-rated stipend of \$211 (1/9th of the \$1900 stipend) for each credit hour beyond Scale VII upon completion of the full sequence and receipt of confirmation that the endorsement has been posted to the Teacher's PEL.

School Support Personnel (Counselors, Social Workers, Psychologists, Speech Pathologists) who are pursuing the approved course leading to the Bilingual Special Education Approval or the ESL Special Education Approval would be eligible for the following:

1. School Service Personnel (excluding Nurses) who pursue the approved course for the Bilingual Special Education Approval or the ESL Special Education Approval would be eligible for full tuition reimbursement not to exceed \$500/credit hour upon completion of the bilingual assessment course and receipt of the Bilingual Special Education Approval or the ESL Special Education Approval on their Professional Educators License (PEL). Programs must be approved by the administration.
2. School Service Personnel (excluding Nurses) who are more than five (5) years from retirement, but are already placed on Scale VII, would be eligible for a one-time non-compounding stipend of \$211 per credit hour upon completion of the bilingual assessment course and receipt of the Bilingual Special Education Approval or the ESL Special Education Approval on their Professional Educators License (PEL). Programs must be approved by the administration.
3. School Service Personnel (excluding School Nurses) who earn the Bilingual Special Education Approval on their Professional Educator License (in any language

approved by the Administration) would be eligible for a one-time non-compounding stipend of \$1000 upon completion. This is in addition to the incentives outlined in #1-2 above. The Bilingual Special Education Approval requires a passing score on the Language Proficiency Test through the Illinois Licensure Testing System (ILTS) plus one (1) course in Bilingual Assessment. Teachers who earn the full Bilingual Special Education Approval on their PEL prior to this agreement would be eligible to receive this one-time non-compounding stipend of \$1000, but would not be eligible for the incentives outlined in #1-2 above. Please note the ELS-TBE Transitional Certification is not allowable for this incentive.

Teachers pursuing an approved course sequence leading to Dual Credit Credential(s) would be eligible for the following:

1. Teachers who pursue the approved six (6) course sequence (18 credit hour maximum) for Dual Credit Credential(s) would be eligible for full tuition reimbursement not to exceed \$500/credit hour. Programs must be approved by the administration and the institution issuing the college credit to District 88 Students. Reimbursement for the final course will be held until the District receives confirmation that the Teacher's credentials have been approved by the institution issuing the Dual Credit.
2. Teachers who are more than five (5) years from retirement, but are already placed on Scale VII, would be eligible for a one-time non-compounding stipend of \$3800 upon completion of the six (6) required courses (18 credit hours) for Dual Credit Credential(s) and confirmation that the Teacher's credentials have been approved by the institution issuing the Dual Credit. Programs must be approved by the administration and the institution issuing the college credit to District 88 Students.
3. Teachers who already have Master's level coursework in their content area, but need a few more of the required courses would receive a prorated amount of the \$3800 non-compounding stipend as listed above in #2. For example, a Teacher who already has three (3) Master's level courses, and only needs three (3) more Master's level courses, would earn a \$1900 non-compounding stipend.
4. Teachers who are on Scale VI and have already completed some credits towards Scale VII, may complete the full eighteen-hour sequence and receive a prorated stipend of \$211 (1/18th of the \$3800 stipend) for each credit hour beyond Scale VII upon completion of the full sequence and confirmation that the Teacher's credentials have been approved by the institution issuing the Dual Credit.

DuPage District 88 Council, Local 571, American Federation of Teachers

By: Jennifer Burr
Union President

Date: 4/17/2023

Board of Education of DuPage High School District No. 88, DuPage County

By: Dea Babaneta
Superintendent

Date: 4/17/2023