

## MEMORANDUM OF UNDERSTANDING

Between

Henry-Stark Counties Special Education District #801

And

Henry-Stark Counties Special Education Association

This Memorandum of Understanding (MOU) is entered into by Henry-Stark Counties Special Education District #801 ("District") and the Henry-Stark Counties Special Education Association ("Association") (hereinafter collectively referred to as the "Parties").

**WHEREAS**, the Association and the District are Parties to the 2025-2028 collective bargaining agreement ("CBA"); and

**WHEREAS**, due to changes in the law regarding student growth no longer being a mandatory factor in the evaluation process for certain teachers, the Parties seek to update the CBA to remove references to the joint committee on student growth; and

**WHEREAS**, because of the nature of school social worker coursework and various graduate and ISBE requirements, the District has decided to consider school social workers as possessing specialist degrees under the CBA for purposes of placement on the salary schedule under Section 8.4(C); and

**WHEREAS**, the Parties are seeking to reconcile the current Social Workers who are not already at MA30 and who are not limited by the CBA retirement provisions (e.g., 6% earnings increase) by moving them to the MA30 lane on a prospective basis, effective upon the date this MOU is signed; and

**WHEREAS**, this MOU represents the agreement reached between the Parties as to student growth and specialist degrees.

**NOW THEREFORE**, in consideration of the terms and conditions in this MOU, the Parties agree as follows:

1. **Incorporation of Recitals:** The above recitals are incorporated into the body of this agreement as if fully restated herein.
2. **Specialist Degree:** Following the effective date of this MOU, the term Specialist Degree contained in 8.4(C) of the CBA will refer to all staff members employed by the District as a Licensed School Social Worker, Speech Language Pathologist, or School Psychologist.
3. **One-time Horizontal Movement (Lane Advancement):** Following the effective date of this MOU and beginning with the first paycheck of the 2025-2026 school year, the following individuals will be moved horizontally from MA to MA30 one time, on a prospective basis only up and through the last day of the current CBA:

<u>First Name</u>	<u>Last Name</u>	<u>Prior Lane</u>	<u>New Lane</u>
Morgan	Holthaus	MA	MA+30
Jena	Rice	MA	MA+30
Erin	Hardigan	MA	MA+30
Katie	Mierop	MA	MA+30
Samantha	Mathew	MA	MA+30
Blair	Shaw	MA	MA+30
Korie	Norberg	MA	MA+30
Brooke	Down	MA	MA+30
Jessica	Shipley	MA	MA+30
Molly	Goodman	MA	MA+30
Sarah	Eagan	MA	MA+30

4. **Joint Committee On Student Growth in Section 6.5:** Section 6.5 shall be deleted from the CBA and Section 6.5 shall remain intentionally blank so as not to affect the section numbering in the CBA.
5. **Non-Precedential and No Admissions:** This MOU is not to be construed as an admission of wrongdoing by the District or as a waiver by either party of its interpretations of 8.4 of the CBA. The Parties further agree that this MOU shall not be used as precedent or cited as practice with the District or the Association in any future contexts or proceedings.

**IN WITNESS WHEREOF**, the **Henry-Stark Counties Special Education District #801** and the **Henry Stark Counties Special Education Association**, have approved and executed this MOU on the dates indicated below, and the MOU shall be effective as of the last date of signature.

**[SIGNATURE PAGE TO FOLLOW]**

**FOR THE ASSOCIATION:**

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Jennifer Piester  
HSCSED Education Association  
President

Date: \_\_\_\_\_

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Jeff Belvel  
HSCSED Education Association  
Representative

Date: \_\_\_\_\_

**FOR THE DISTRICT:**

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Steve Newman  
Chairman, HSCSED Governing  
Board

Date: \_\_\_\_\_

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Casey Miller  
Executive Director HSCSED

Date: \_\_\_\_\_