

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (MOU) is entered into by and between: A. Council of Educators, Chicago Teachers Union Charter Division, Local 1 (hereinafter referred to as "Union") and ASPIRA Inc. of Illinois, (hereinafter referred to as "ASPIRA"), and shall be incorporated into and made a part of the Collective Bargaining Agreement by and between the Union and ASPIRA effective July 1, 2018 through June 30, 2022.

### **Purpose of Memorandum of Understanding**

The purpose of this MOU is to memorialize the voluntary agreement reached between the Union and ASPIRA pursuant to the Temporary Stipend Committee side letter to the collective bargaining agreement ("CBA"). Pursuant to that side letter, the Parties agreed and met on two occasions and negotiated the attached recommended stipends for bargaining unit member participation with approved extracurricular activities.

The Union and ASPIRA agree that employees will be eligible for stipends in the attached amounts for their participation and leadership for a listed extracurricular activity, provided the following conditions are met:

- In order for a bargaining unit member to be eligible for a coaching stipend listed in Tier 1, there must be sufficient student participation to create a full team if required by the appropriate Illinois school athletic association to compete in games and meets. Anyone receiving a Tier 1 coaching stipend is required to devote a minimum of 153 hours per season (or approximately three or more games or practices per week).
- In order for a bargaining unit member to be eligible for a coaching/lead stipend listed in Tier 2, a minimum of five students must sign up and participate in the corresponding club (a minimum of three students must sign up and participate in the corresponding club at Pantoja). Anyone receiving a Tier 2 stipend is required to ensure that the club meets a minimum of two times per

week during the season or semester in which the club is held (provided that weeks in which the school or network are closed due to a designated week-long break or an emergency declared by ASPIRA shall not count as a week in which the club is required to meet). Where unanticipated reasons outside of the bargaining unit member's control cause the cancellation of a meeting, and the remaining meetings(s) that week are less than the minimum number of required meetings per week, the cancelled meeting(s) shall be made up in a future week during that same season or semester where reasonably feasible.

- In order for a bargaining unit member to be eligible for a coaching/lead stipend listed in Tier 3, a minimum of five students must sign up and participate in the corresponding club (a minimum of three students must sign up and participate in the corresponding club at Pantoja). Anyone receiving a Tier 3 stipend is required to ensure that the club meets a minimum of one time per week during the season or semester in which the club is held (provided that weeks in which the school or network are closed due to a designated week-long break or an emergency declared by ASPIRA shall not count as a week in which the club is required to meet). Where unanticipated reasons outside of the bargaining unit member's control cause the cancellation of a meeting, and the remaining meetings(s) that week are less than the minimum number of required meetings per week, the cancelled meeting(s) shall be made up in a future week during that same season or semester where reasonably feasible.
- ASPIRA administration reserves the right to approve other clubs or committees not listed in the attached document upon request by the Union with approval by the school principal or designee.

Stipends will be paid out in one payment at the end of the season for Tier 1 sports. Tiers 2 and 3 club committee stipends will be paid out in equal increments at the end of each semester when held with the requisite student participation. The Athletic Director stipends will be paid per semester.

Sport teams, clubs, or committees that fall below the requisite student participation may be cancelled by ASPIRA, after consultation with the Union, and no further stipend will be paid out after the next pay period.

<b>Tier 1 Stipends</b>		<b><u>Stipends Fall 2019 to Spring 2022</u></b>
		<b>153+ hours/season (three or more meetings per week)</b>
		<b>Stipend</b>
<b>Baseball</b>		
	Head Coach	\$ 3,000.00
<b>Basketball</b>		
	Head Coach	\$ 3,000.00
	Asst. Coach	\$ 1,500.00
<b>Cross Country</b>		
	Head Coach	\$ 3,000.00
<b>Wrestling</b>		
	Head Coach	\$ 3,000.00
<b>Soccer</b>		
	Head Coach	\$ 3,000.00
<b>Softball</b>		
	Head Coach	\$ 3,000.00
	Asst. Coach	\$ 1,500.00
<b>Volleyball</b>		
	Head Coach	\$ 3,000.00
	Asst. Coach	\$ 1,500.00
<b>Athletic Director</b>		\$ 3,000.00
<b>Tier 2 Stipends</b>		<b>38 to 152 hours/season or semester (2 meetings per week)</b>
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<b>Cheerleading</b>		\$ 2,000.00
<b>Chess</b>		\$ 2,000.00
<b>Dance</b>		\$ 2,000.00
<b>Case Manager</b>		\$ 2,000.00
<b>ELL Coordinator (School Based)</b>		\$ 2,000.00

Student Council	\$ 2,000.00
Yearbook	\$ 2,000.00
Youth and Government	\$ 2,000.00

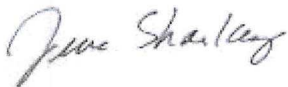
**Tier 3 Stipends**                      **0-37 hours/season or semester**  
**(1 meeting per week)**

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Approved Clubs	\$ 1,000.00
Art Club	\$ 1,000.00
ASPIRA Club	\$ 1,000.00
Grade Level Leads	\$ 1,000.00
Hiking Club	\$ 1,000.00
Department Chairs	\$ 1,000.00
Post Secondary Pioneers	\$ 1,000.00
Prom Committee	\$ 1,000.00
Urban Agriculture	\$ 1,000.00

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Other Approved Programs	\$ 500.00
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Jesse Sharkey  
Chicago Teachers Union President  
May 15, 2020



Fernando E. Gillo  
ASPIRA Inc of Illinois  
May 21, 2020