

Memorandum of Agreement

ULP Resolution

This Memorandum of Agreement is entered into between the Board of Education of Lincolnwood School District No. 74, Cook County, Illinois (“District” or “Board”) and Lincolnwood Teachers’ Association, Local 1274, IFT/AFT (“LTA” or “Association”). The Board and LTA have previously entered into a collective bargaining agreement for July 1, 2021, through June 30, 2025 (the “Agreement”). Following the issuance by Sangamon County Circuit Court Judge Raylene Grischow of a temporary restraining order related to COVID-19 mitigation mandates on February 4, 2022, which held that Illinois public school districts did not have the statutory authority to implement certain mandates without a quarantine order from their county health department, and the resulting communications made by the District after that date, the Association and the Board (collectively “the Parties”) hereby agree to supplement the Agreement as follows:

- 1) The Board will distribute a communication to the school community and read at the May Board of Education meeting a statement as attached here as Exhibit A.
- 2) Any sick days that were taken by members of the LTA bargaining unit during the period of February 7 through 18, 2022, as a result of the change of the masking protocol will be restored to the employee’s allotment of sick days. Employees will be required to submit a request in writing or via email to the District’s Personnel Coordinator no later than Friday, May 20, 2022. Absences which were scheduled on or before February 4 or which were taken for reasons other than the change in masking shall not be eligible for reinstatement.
- 3) LTA agrees not to file or support any contract grievance or unfair labor practice charge based on any COVID-19 mitigation protocols or changes in protocols that were implemented prior to the approval of this agreement, and will withdraw with prejudice in accordance with the Illinois Educational Labor Relations Act the charge previously filed as 2022-CA-0043-C.

This Memorandum of Agreement does not constitute and shall not be construed, interpreted, or treated in any respect as an admission of any liability, wrongdoing, or unfair labor practice by the District, its Board of Education, administrators, or agents. The Parties agree that this Memorandum of Agreement does not provide grounds to open the remainder of the Agreement for consideration of any other amendments or negotiations, and does not provide grounds to pay any other individual in a manner other than outlined above.

**LINCOLNWOOD TEACHERS’
ASSOCIATION**

**LINCOLNWOOD SCHOOL
DISTRICT NO. 74**

Association Co-President

Board of Education President

Association Co-President

Board of Education Secretary

Date

Date

EXHIBIT A

During the 2020-21 and 2021-22 school years, District 74 leaders have established an informal COVID-19 Maintenance Team made up of administrators, union representatives, and Board of Education members. That Team met regularly to discuss the District's protocols and mitigation strategies related to COVID-19 and the State of Illinois mandates.

One of the items discussed at the Team's meeting on January 25, 2022, was the pending litigation in Sangamon County regarding the State of Illinois mandates. At that meeting, District Team members indicated that the District would convene the Team before any changes were implemented in the District as a result of that litigation.

However, after the TRO was issued on Friday, February 4, 2022, at 4:45 p.m., we did not convene the COVID-19 Maintenance Team to discuss the impact of that litigation before communicating with our families and staff members that Sunday evening.

These past two years have been incredibly challenging, and our staff, students, and parents have always risen to meet these challenges. The Board of Education and the District administrators appreciate your cooperation and understanding as we finish this school year and look to the next.