



## **MEMORANDUM OF UNDERSTANDING BETWEEN THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 220 AND THE OREGON EDUCATION ASSOCIATION IEA/NEA**

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of Community Unit School District No. 220 (the "District" or "Board") and the Oregon Education Association, an affiliate of the Illinois Education Association and National Education Association (the "Association") (collectively the "Parties").

**WHEREAS**, the Board and the Association are Parties to the current Collective Bargaining Agreement ("CBA");

**WHEREAS**, the Board desires to employ Hanni Guinn in the capacity of a social worker;

**WHEREAS**, Hanni Guinn possesses a degree in social work but does not hold certification as a school social worker;

**WHEREAS**, the Board and the Association wish to outline the terms and conditions of employment for Hanni Guinn in this role for the 2024-2025 school year;

**NOW, THEREFORE**, notwithstanding any provisions of the current CBA between the Parties, the Parties agree to the following:

### **1. Employment Terms**

Hanni Guinn will be employed as a social worker for the 2024-2025 school year, to be compensated at the salary rate of a first-year teacher as outlined in the salary schedule of the CBA.

### **2. Certification and Employment Status**

The Parties acknowledge that Hanni Guinn is not certified as a school social worker and, therefore, is not entitled to automatic employment in this position beyond the 2024-2025 school year. The Board is under no obligation to renew her employment or to provide financial assistance or reimbursement for any graduate studies or certification programs necessary for her to obtain school social worker certification outside of what is already outlined in the Collective Bargaining Agreement.

*Mission: Educate students to be lifelong learners who are productive, responsible citizens.*



**OREGON**  
**CUSD220**

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**3. Non-Precedential Agreement**

This MOU is non-precedential and shall not be deemed to establish a past practice. It is agreed that this MOU pertains only to the specific circumstances of employing Hanni Guinn for the 2024-2025 school year and does not create any binding precedent for future employment decisions or agreements.

**4. Complete Understanding**

This MOU constitutes the complete understanding of the Parties regarding the matters addressed herein. No modifications to this MOU shall be valid unless made in writing and signed by both Parties.

**5. Effective Date**

This MOU shall become effective upon the signatures of the authorized representatives of the Parties.

**6. Choice of Law**

This MOU shall be governed by and construed in accordance with the laws of the State of Illinois.

**IN WITNESS WHEREOF**, the Parties have executed this MOU on the dates written below.

**BOARD OF EDUCATION COMMUNITY UNIT SCHOOL DISTRICT NO. 220**

By: \_\_\_\_\_  
Its: Board President  
Date: \_\_\_\_\_

**OREGON EDUCATION ASSOCIATION IEA/NEA**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

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