

**BOARD OF EDUCATION
CAHOKIA SCHOOL DISTRICT NO. 187**

RESOLUTION NO. 24-35

RESOLUTION AUTHORIZING SUPERINTENDENT EXECUTE THE MEMORANDUM OF
UNDERSTANDING WITH THE CAHOKIA FEDERATION OF TEACHERS LOCAL 1272

WHEREAS, Cahokia Unit School District No. 187 (“School District”) has created several new positions.

WHEREAS, the Cahokia Federation of Teachers, Local 1272, Cahokia Federation of Teachers, Local 1272, Secretarial Council, and Cahokia Federation of Teachers, Local 1272, Services Workers Council, (“Union”) have sought clarification as to whether certain newly created position are bargaining unit positions or exempt positions.

WHEREAS, the School District and Union have negotiated and reached an agreement clarifying whether the newly created positions are bargaining unit positions or exempt positions.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF CAHOKIA UNIT SCHOOL DISTRICT NO. 187, ST. CLAIR COUNTY, ILLINOIS, as follows:

Section 1. The Board of Education approves and agrees to enter into the Memorandum of Understanding memorializing the agreement clarifying whether the newly created positions are bargaining unit positions or exempt positions.

Section 2. The Superintendent is authorized to execute the Memorandum of Understanding on behalf of the School District.

Section 3. This Resolution shall be in full force and effect upon its adoption.

ADOPTED THIS 12th day of August 2024 by the following roll call vote of the Cahokia Unit School District No. 187 Board of Education:

AYES D. Duncan, R. Duncan, Elder, Jackson, Greer, Wofford

NAYS None

ABSENT Tompkin



Board of Education President



Board of Education Secretary

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made and entered into this 12th day of August, 2024 by Cahokia Unit School District No. 187 (“School District”), and the Cahokia Federation of Teachers, Local 1272, Cahokia Federation of Teachers, Local 1272, Secretarial Council, and Cahokia Federation of Teachers, Local 1272, Services Workers Council, (“Union”).

WHEREAS, the School District has created several new positions;

WHEREAS, the Union has raised questions on whether certain newly created position should be bargaining unit positions;

WHEREAS, the Union requested information on the newly created positions, and the School District provided information that it possessed in response;

WHEREAS, the School District and Union have negotiated and reached an agreement clarifying whether the newly created positions are bargaining unit positions or exempt positions;

WHEREAS, the Parties enter into this MOU to outline the parameters of the agreement between the School District and Union; and

THEREFORE, THE PARTIES HEREBY AGREE AS FOLLOWS:

1. **Newly Created Positions.** The following are the newly created positions that are the subject of this MOU: Maintenance Lead, Behavior Supervisor, Special Education Admin Assistant, AC/DC Admin Assistant, Assistant to Fine Arts Director, Assistant to Director of Technology, HR Training Specialist, Assistant to Curriculum Director, Social and Emotional Learning Supervisor, Digital Integration Specialist, Attendance and Parent Director, Lead Security Officer/Utility Tech, CTE Coordinator, Peace Warrior Specialist,

Food Service Liaison Director, Secretary to Director of CTE, Health Records Supervisor Registration Nurse, CTE Secretary, and HR Confidential Secretary.

2. **Exempt Positions.** It is agreed between the Parties that the following positions are exempt positions: Maintenance Lead, Behavior Supervisor, HR Training Specialist, Social and Emotional Learning Supervisor, Digital Integration Specialist, Attendance and Parent Director, Food Service Liaison Director, CTE Coordinator, and HR Confidential Secretary.

3. **Positions in the Teacher's CBA.** It is agreed between the Parties that the following positions are to be part of the Teacher's CBA: None.

4. **Positions in the Secretarial Council.** It is agreed between the Parties that the following positions are to be part of the Secretarial Council: Special Education Admin Assistant, AC/DC Admin Assistant, Assistant to Fine Arts Director, Assistant to Director of Technology, Assistant to Curriculum Director, Secretary to Director of CTE, Health Records Supervisor Registration Nurse, and CTE Secretary. All positions added to the Secretarial Council herein will be categorized as Class IV 12 Months position on the Secretary Salary Schedule.

5. **Positions in the Service Workers' Council.** It is agreed between the Parties that the following positions are to be part of the Service Workers' Council: Lead Security Officer/Utility Tech, and Peace Warrior Specialist. All positions added to the Service Workers' Council herein will be categorized as Security 12 Month on the Security Salary Schedule.

6. **Current Pay for Bargaining Unit Positions:** The Parties acknowledge that some individuals currently hold the positions that will become bargaining unit positions

pursuant to the terms of this MOU. The Parties agree that those individuals that currently hold the positions addressed herein shall maintain their current pay regardless of whether the current pay is greater than or is less than the pay of the salary schedule into which these positions will be placed pursuant to the terms of this MOU.

7. **Salary Schedule Upon Vacancy of Bargaining Unit Positions:** When the bargaining unit positions as stated in this MOU become vacant, then the salary for new hires for said positions shall be the salary schedule as provided in the applicable collective bargaining unit position.

8. **Complete Agreement.** This MOU contains all the terms and conditions agreed upon by the Parties hereto, and no provision or requirement expressed herein may be altered, modified, or canceled, except upon the express written consent of all Parties hereto.


IN WITNESS WHEREOF, the School District and the Union, by their duly authorized representatives and agents, have signed and executed this Memorandum of Understanding on this 12th day of August, 2024.

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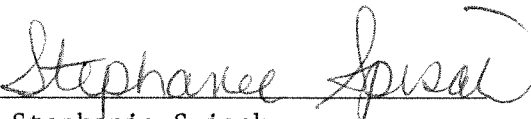
CAHOKIA UNIT SCHOOL DISTRICT NO. 187

By: 
Superintendent, Curtis McCall, Jr.

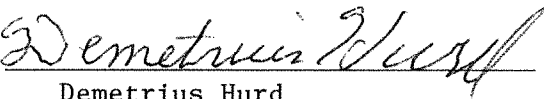
CAHOKIA FEDERATION OF TEACHERS
LOCAL 1272, ~~SECRETARIAL COUNCIL~~ CFT President

By: 
Wendy Lochmann

CAHOKIA FEDERATION OF TEACHERS
LOCAL 1272, SECRETARIAL COUNCIL

By: 
Stephanie Spisak

CAHOKIA FEDERATION OF TEACHERS
LOCAL 1272, SERVICE WORKERS' COUNCIL

By: 
Demetrius Hurd