



**September 9, 2024**

**Letter of Agreement between the Oak Park School District Board of Education  
and the Oak Park Educational Association**

**Re: OPEA PAY INCENTIVES AND NEW HIRE SIGNING BONUS**

This letter of agreement (“Agreement”) is entered into between the Oak Park School Board of Education (“Board”) and the Oak Park Education Association (“OPEA”) to provide pay incentives to any current or new hire teacher assigned to teaching positions in high critical needs subject areas of GSRP, Math, Science, English Language Learners (ELL), and Special Education ASD and CI.

For purposes of this Agreement, the term “teacher” means an employee that provides instructional services to students that are assigned to critical shortage classrooms and will render those services through the duration of the 2024-2025 school year.

**Pay Incentive for Current GSRP, Math, Science, ELL, ASD and CI Teachers:**

- Current teachers employed by the District for at least 5 years will move up one (1) or two (2) salary steps on the current salary schedule or receive a \$5,000 bonus, whichever is greater. This shall be at the discretion of the Superintendent.
- If a current teacher is at the maximum step, they will instead receive a stipend payment in the amount of \$5,000.00.
- Current teachers interested in transferring into one of the said positions must notify Human Resources in writing by submitting a transfer request to [aliya.fenderson@opsk12.org](mailto:aliya.fenderson@opsk12.org).

**Signing Bonus for New GSRP, Math, Science, ELL, ASD and CI Teachers:**

- New teachers hired by December 20th will receive a signing bonus in the amount of \$5,000.00.
- New teachers hired after December 20th will receive half of the signing bonus in the amount of \$2,500.00.

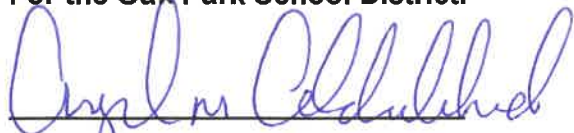
Recipients of pay incentives and signing bonuses under this agreement will be required to remain employed with the District for two (2) consecutive school years. If teacher separates from the District prior to two years, the teacher shall be required to reimburse the District for the pay incentive or signing bonus they received.

Pay incentives and signing bonuses will begin to be issued on the first payroll in November and the final payroll in June for the duration of this agreement.

This Agreement is effective as of the start of the 2024-2025 school year and will remain in effect through June 30, 2025.

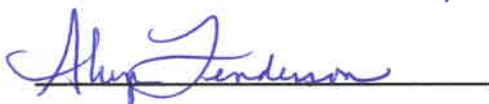
IN WITNESS WHEREOF, the parties executed this Letter of Agreement on the dates set forth below.

**For the Oak Park School District:**



Angel Abdulahad, Superintendent

Date: 9/13/2024



Aliya Fenderson, Director of Human Resources

Date: 9/13/2024

**For the OPEA:**



Alnita Jackson-Trice, President

Date: 9-13-2024



Dawn Sommers, Vice President

Date: 9-13-24