

**Memorandum of Understanding
between
Board of Education
Cicero Public Schools District 99
Cook County, Illinois
and
Custodial and Maintenance Unit
SEIU Local 73**

Drug Testing Policy and Procedures

The Board of Education for Cicero Public Schools District 99, Cook County, Illinois ("Board" and/or "District") and the Custodial and Maintenance Unit SEIU, Local 73 ("Union") engaged in negotiations for a successor agreement to the 2011-2014 collective bargaining agreement.

The Board and Union agreed to a new collective bargaining agreement for the 2014-2019 school terms.

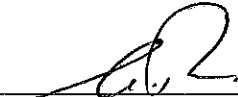
The Board and Union negotiated certain language regarding drug testing for members of the Custodial and Maintenance unit.

The Board and Union now agree to revise certain language on Page 23 of the 2014-2019 collective bargaining agreement.

The Board and Union seek to adopt policies and procedures for the drug testing permitted in Section 11 of the collective bargaining agreement.

As such, upon execution of this Memorandum of Understanding by both parties, Section 11 of the collective bargaining agreement (page 23) shall be modified and distributed (it is attached to this MOU) and the policies and procedures for drug testing shall become effective (the document is attached).

By:



Cicero Public Schools District 99
Cook County, Illinois

By:



Custodial and Maintenance Unit
SEIU, Local 73

Dated: 12/11/14

Dated: 12-9-14