

**MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT 117
AND
JACKSONVILLE EDUCATION ASSOCIATION (JEA)**

SUBJECT: Amendment to Article X, Section 10.1 regarding compensation for substitute coverage of administrator on leave of absence exceeding ten (10) consecutive student attendance days.

WHEREAS, the Jacksonville Education Association, IEA-NEA, hereinafter referred to as "JEA," and the Board of Education of Jacksonville School District 117, hereinafter referred to as "the Board," are parties to a Collective Bargaining Agreement, hereinafter "CBA," effective August 16, 2014 through August 15, 2018;

WHEREAS, JEA and the Board have agreed to certain modifications concerning the use of "Compensation for Administrative Duties" currently not covered in Article X of the CBA;

WHEREAS, the Parties hereto agree to memorialize the terms and conditions of their Agreement in this Memorandum of Understanding (MOU).

NOW, THEREFORE, the Jacksonville Education Association, IEA/NEA and the Board of Education of Jacksonville School District 117 do hereby agree to this Memorandum of Understanding on the following terms and conditions:

1. The above recitals are incorporated into this MOU as if they had been restated verbatim.
2. The terms and conditions of this MOU shall be effective upon execution and approval of this MOU by both Parties and shall terminate on August 15, 2018, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The Parties agree to modify Article X, Section 10.1 of the CBA by adding the following subparagraph J to read as follows:

J. Teachers who are assigned by the Superintendent, or designee, to substitute for a building administrator, who is on an approved leave of absence that exceeds ten (10) consecutive student attendance days, will be compensated at \$40 per full day of work above their regular per diem salary rate for every consecutive day of duty. The teacher is eligible for

compensation beginning the first day of service and for every consecutive day thereafter until the administrator returns from leave of absence to full-time work. Intermittent visits to the building by the administrator prior to a full return to work will not break the cycle of consecutive days of duty. The Parties agree that whatever constitutes a leave of absence is within the total discretion of the Superintendent, or designee, and is not subject to grievance proceedings. The decision to hire an interim administrator from outside the JEA bargaining unit is solely at the discretion of the Superintendent.

4. This MOU contains the complete understanding of JEA and the Board.
5. This MOU may be modified only by written agreement of the parties.
6. Each representative of the Parties executing this MOU on behalf of their organization represents and warrants that he/she has the authority to bind their respective Party to the terms and conditions of this MOU.

EXECUTED in duplicate originals on the dates stated below.

**Jacksonville Educational Association (JEA),
IEA/NEA**

**Jacksonville School District 117,
Board of Education**

By: Judene L Stock
JEA Co-President, Judene Stock

By: Noel Beard
Noel Beard, Board President

Date: 3-20-17

Date: 19 April 2017

By: Scott Robinson
JEA Co-President, Scott Robinson

Date: 3/20/17

ATTEST:
By: Corrine Wagner
Corrine Wagner, Secretary, Board of Education

Date: 4-19-2017