

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

WHEREAS, the JACKSONVILLE EDUCATION ASSOCIATION (JEA), and the BOARD OF EDUCATION FOR JACKSONVILLE SCHOOL DISTRICT #117 (Board), have entered into negotiations concerning a modification to the 2014-2018 Collective Bargaining Agreement (CBA) and agree to memorialize their agreement in this Memorandum of Understanding (MOU);

NOW, THEREFORE, in consideration of the mutual promises contained herein, the JEA and Board do hereby agree to modify the 2014-2018 Agreement as set forth hereinafter.

1. Article VIII, is hereby modified pursuant to Section 8.4 to incorporate the new performance evaluation system, based on Charlotte Danielson's *Framework for Teaching, Evaluation Instrument*©, for the 2015-2016 academic school year. As such, the attached *Handbook for Performance Evaluation* is hereby incorporated by reference.
2. This Memorandum of Understanding constitutes a complete understanding of the parties as to the matters agreed upon arising out of the aforesaid negotiations.
3. Each Party represents to the other that the representatives who execute this Memorandum of Understanding on behalf of each party has the authority under the law to bind their party to the terms and conditions contained herein.

JACKSONVILLE EDUCATOIN ASSOCIATION (JEA)

BY: Judene L Stock
Its Co-President

BY: Michael Street / Robinson
Its Co-President

DATE: 11-12-15

ATTEST:

Debbie McKeon
Its Secretary

BOARD OF EDUCATION,
JACKSONVILLE SCHOOL DISTRICT #117

BY: Paul R. Beard
Its President

DATE: 11/17/15