

**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 VI, Section 6.1.B is hereby modified to provide that when the Early Years' Director directs program-wide home visits by pre-kindergarten teachers with families of Early Years' students, the pre-kindergarten teachers shall flex their schedules for up to two (2) evenings per semester. The teachers shall work their regular day school schedule and then conduct the home visits that same school day from 4:00 o'clock p.m. until 8:00 o'clock p.m. The teachers shall only work one-half (1/2) day the next school day.

2. When a pre-kindergarten teacher has received pre-approval from the Early Years' Director for home visits as provided for in Paragraph One hereinabove, that teacher shall earn compensatory time-off at the rate of one (1) hour, or fraction thereof, of compensatory time for each one (1) hour, or fraction thereof, actually worked conducting home visits. The Early Years' Director and each pre-kindergarten teacher with compensatory time earned shall schedule the time-off at a mutually agreed time during the same school year the compensatory time is earned. Compensatory time shall not accrue from year-to-year.

3. This Memorandum of Understanding constitutes a complete understanding of the parties as to the matters agreed upon arising out of the aforesaid negotiations.

4. 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 Scott Kohn  
Its Co-President

DATE: Nov. 4, 2015

ATTEST:

Debbie McKean  
Its Secretary

BOARD OF EDUCATION,  
JACKSONVILLE SCHOOL DISTRICT #117

BY: Paul R Beum  
Its President

DATE: 11/17/15