

**MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117
AND
JACKSONVILLE INSTRUCTIONAL SUPPORT PERSONNEL ASSOCIATION IEA-NEA (JISPA)**

This memorandum serves as an agreement between the Jacksonville Instructional Support Personnel Association IEA-NEA and the Board of Education, Jacksonville School District #117 to amend the collective bargaining agreement that shall expire on June 30, 2019.

The Board and the Association have agreed to the following language until the terms can be bargained during the negotiations in 2019:

"Every attempt will be made to find a teacher substitute or hire licensed substitutes who are not regular District employees to replace absent classroom teachers; however, when not possible, paraprofessionals who have either a substitute license or short-term substitute license may be asked to substitute for a fraction of a class period, an entire school day, or any fraction in between when requested by the Principal or his/her designee.

Qualified paraprofessionals who substitute during the regular school day shall receive additional compensation at the following rates:

- Paraprofessionals in an elementary school shall be paid \$14.75 per period. An elementary period shall be defined as a subject covered (e.g., reading would be a period; spelling would be a period, physical education would be a period, library would be a period). The paraprofessional will not receive compensation should a licensed teacher or substitute be present for instruction during a "special" (i.e., music, art, physical education, etc.).
- Paraprofessionals in the junior high and high school shall be paid \$18 per period.

Paraprofessionals should submit requests for payment under this subsection using the form provided by the District. Payment for class coverage shall be included in the regular monthly payroll within the next two (2) pay periods."


Both parties agree to the language as stated.



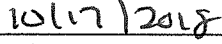
PRESIDENT, JACKSONVILLE INSTRUCTIONAL
SUPPORT PERSONNEL ASSOCIATION IEA-NEA



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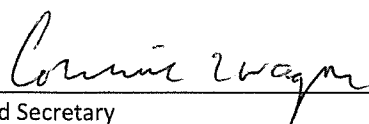


PRESIDENT, BOARD OF EDUCATION,
JACKSONVILLE SCHOOL DISTRICT #117

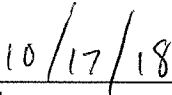


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ATTEST:



Board Secretary



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