

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Board of Education of Minooka School District No. 201, Will, Grundy and Kendall Counties, Illinois (“Board” or “District”) and the Minooka Elementary Education Association, IEA-NEA (“Association”), collectively referred to as the “Parties.”

WHEREAS, the Board and the Association are parties to a collective bargaining agreement (“Contract”), which commenced on the first teacher work day of the 2022-23 school year and shall continue in effect until the day prior to the start of the 2025-2026 school year; and

WHEREAS, the Parties have agreed that it is in the best interests of the Parties to reallocate the 2 hours of Professional Time (resulting from the elimination of Spring Conferences) from a supervision/volunteer responsibility outside of the work day (IV. Working Conditions, G. Work Day/Work Hour, C, p. 16) to a restructuring of the Opening day Institute reducing the 1.5 teacher work days at the start of the year to 1.25 days (IV. Work Conditions, L. Work Year, A, p. 19).

NOW THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the Parties agree as follows:

1. **RECITALS:** The recitals set forth hereinabove are true and correct and are incorporated in this Agreement by reference.
2. **MODIFICATION OF 2 hours of Professional Time created by the elimination of Spring Conferences:** Language on pages 16 and 19 are modified as follows:

A). Page 16. - IV. Working Conditions, G. Work Year, c.

The following language is stricken entirely.

“With the elimination of spring parent teacher conferences in 2022-23, in subsequent years, 2 hours of professional time are required each year. Such responsibility may appear in the form of supervision/volunteerism at an organized, outside of school hours, building-level event approved by Administration including but not limited to music/band programs, evening reading events, graduation, etc. Documentation of hours should be submitted with evaluation artifacts.”

B). Page 19 - IV. Working Conditions, L. Work Year, a.

Modified to read:

“A minimum of two and a quarter (2 1/4) days of the five (5) institute days shall be designated as teacher work days, and one and a quarter (1 1/4) days of the teacher work days will be prior to the beginning of the school year. On these days the teachers shall be given time to prepare classrooms for students and/or in preparation for school closing.”

3. **COMPLETE UNDERSTANDING:** This Agreement sets forth all of the promises, agreements, conditions and understandings between the Parties relative to the subject

matter hereof and no other promises, agreements or understandings whether oral or written, expressed or implied exist between the Parties.

- 4. **AMENDMENTS:** No provisions or requirements expressed in this Agreement may be altered, modified, changed and/or canceled after the effective date of this Agreement, except upon the express written consent of all Parties.
- 5. **EFFECT OF AGREEMENT:** This Agreement shall inure to the benefit of and bind the Board and its respective Board members, administrators, agents, employees, insurers, successors and assigns and the Association and its officers, agents, representatives, successors and assigns.
- 6. **EXECUTION:** This Agreement may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the Agreement as fully as if the Parties had signed a single document. The Parties agree to accept electronic copies of this Agreement as if original copies.

IN WITNESS WHEREOF, the Parties have executed this Agreement on this 15th day of May, 2023.

MINOOKA SCHOOL DISTRICT NO. 201

**MINOOKA ELEMENTARY
EDUCATION ASSOCIATION,
IEA-NEA**

By: [Signature] Date: 5/16/23
Its: Superintendent

By: [Signature] Date: 5/16/23
Its: President