

## MEMORANDUM OF AGREEMENT

### A. INTRODUCTION

The Board of Education of Queen Bee School District No. 16, DuPage County, Illinois (BOARD) and the Queen Bee Education Association, IEA-NEA (QBEA) are currently parties to a collective bargaining agreement (CONTRACT) covering the period 2022-2027. On or about July 15, 2022, the QBEA filed a grievance alleging a violation of Section 21.01 of said agreement. By this Memorandum, the BOARD and QBEA desire to resolve their differences regarding the alleged grievance.

### B. AGREEMENTS

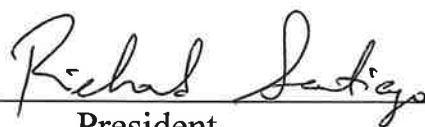
1. The QBEA hereby withdraws its grievance of July 15, 2022 with prejudice.
2. Section 21.01 of the parties' CONTRACT will be modified with the addition of the following language:

“The Board and QBEA acknowledge that intermittently, the annual calendar used as the basis for payroll periods will include twenty-seven (27) pay periods rather than the usual twenty-six (26) pay periods. In those years when the calendar results in 27 pay periods, the annual negotiated pay raise will be applied to the prior year's pay rate, with the resulting annual salary to be divided by and paid over 27 pay periods.”
3. While the parties' CONTRACT defines the normal work year for 12-month employees and their eligibility for holiday pay, the Board and QBEA recognize that that the work year calendar may occasionally be variable due to conditions such as Leap Year, etc. As a result, the parties agree that in the event a 12-month employee is scheduled to work 2080 hours in a given work year, the employees will receive a “floating holiday” to be scheduled with the approval of the Superintendent.
4. Unless modified by this Memorandum, all terms and conditions of the parties CONTRACT shall remain in full force and effect unless otherwise modified in writing or until a successor agreement is negotiated.

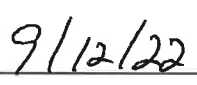
Board of Education, Queen Bee School  
District No. 16, DuPage County, IL

Queen Bee Education Association

By:   
\_\_\_\_\_  
Superintendent

By:   
\_\_\_\_\_  
President

Dated:   
\_\_\_\_\_

Dated:   
\_\_\_\_\_