

## MEMORANDUM OF UNDERSTANDING

**THIS AGREEMENT** is made this 11th day of October, 2022, by and between the Board of Education of Queen Bee School District No. 16, DuPage County, Illinois (“Board”), and the Queen Bee Education Association, IEA/NEA (“Association”).

**WHEREAS**, the Board and the Association are presently parties to a Negotiated Agreement covering the period 2022 through 2027; and

**WHEREAS**, the Negotiated Agreement in Section 16.04 provides for the allowance for paid holidays for certain categories of Educational Support Professionals; and

**WHEREAS**, during negotiations for the 2022-2027 Negotiated Agreement the Board and the Association clarified the circumstances under which paid holidays would be scheduled;

**NOW, THEREFORE**, the Board and the Association agree to amend Section 16.04 of their Negotiated Agreement as follows:

1. Section 16.04 of the Negotiated Agreement will be deleted and replaced with the following language:

### **16.04 Holidays**

- A. “Paid Holidays” are set aside on the District calendar as “Observed Holidays” and are days on which 12-month ESP's are not required to work but for which they receive work credit and are paid their regular daily rate of pay. Any 12-month ESP who is required to work on a Paid Holiday while school is in session may schedule a "Floating Holiday" in place of the Paid Holiday. Any 12-month ESP who is required to work on a Paid Holiday when school is not in session shall be paid one and half (1-1/2) times the regular rate of pay for hours worked.
- B. “Unpaid Holidays” are set aside on the District calendar as “Observed Holidays” for ESP scheduled to work fewer than 2080 hours per year. If such ESP are required to work on an Observed Holiday, they may schedule a "Floating Holiday" in place of an Observed Holiday on which they are required to work.

The Fourteen (14) Observed Holidays are as follows:

Independence Day  
Labor Day  
Columbus Day  
Veteran's Day  
Thanksgiving Day  
Thanksgiving Friday

Christmas Day  
New Year's Day  
Martin Luther King Jr Birthday  
President's Day  
Casimir Pulaski Day  
Spring Holiday  
Memorial Day  
Juneteenth

2. This Memorandum of Understanding will remain in effect until the Board and the Association modify its terms through the collective bargaining process or otherwise agree to such modification. This Memorandum of Understanding shall not modify, amend, or supersede the other terms or conditions set forth in the current Negotiated Agreement, except as expressly provided herein.

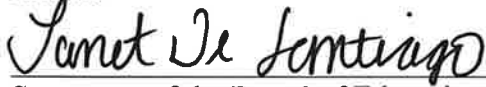
**IN WITNESS WHEREOF**, the Board of Education of Queen Bee School District 16, DuPage County, Illinois and the Queen Bee Education Association, IEA/NEA by their duly authorized representatives and agents, have signed and executed this Agreement on the date first set forth above.



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President of the Board of Education of Queen  
Bee School District No. 16, DuPage County,  
Illinois



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President, Queen Bee Education Association,  
IEA/NEA



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Secretary, of the Board of Education of Queen  
Bee School District No. 16, DuPage County,  
Illinois

Dated: October 12, 2022

Dated: October 11, 2022