



## Memorandum of Agreement

October 16, 2023

This Memorandum of Agreement ("MOA") is being entered into by and between the Board of Education of Belvidere CUSD #100 ("District") and the Belvidere Educational Association ("BEA") on the date set forth above.

The District and BEA are presently parties to a collective bargaining agreement that expires on August 15, 2026. Pursuant to this MOA, the parties hereby agree as follows:


A BEA bargaining unit member who participates in the **Preparing Educators as School Psychologists in Northern Illinois (PESP-NI) Program ("Program")** will be entitled to movement on the parties' salary schedule only during the *first two years* of the three-year Program. During the third-year of the Program, which is a paid internship year, the participating BEA member will not be entitled to movement on the parties' salary schedule. To illustrate the parties' agreement:

- Year 1 of Program - A bargaining unit member may move one or more lanes horizontally on the salary schedule based on the number of graduate hours earned and move one step vertically on the salary schedule.
- Year 2 of Program - A bargaining unit member may move one or more lanes horizontally on the salary schedule based on the number of graduate hours earned and move one step vertically on the salary schedule.
- Year 3 of Program - A bargaining unit member cannot move lanes horizontally on the salary schedule but is able to move one step vertically on the salary schedule.


During the first two years of the bargaining unit members' participation in the Program, it is his or her responsibility to turn in transcripts by the applicable deadlines, as set forth in the parties' collective bargaining agreement, to be entitled to the aforementioned horizontal lane movement.



This MOA does not establish a precedent of any sort, may not be relied upon in future negotiations and will expire in all respects on August 15, 2026.



Sarah Brenner, Board President



Wendy Taylor, BEA President