

MEMORANDUM OF UNDERSTANDING
between
The Board of Education of Fremont School District 79
and the Fremont Education Association IEA/NEA

This Memorandum of Understanding (“MOU”) shall memorialize the agreement between the Board of Education of Fremont School District 79 and the Fremont Education Association (FEA), IEA-NEA (hereinafter the “Parties”) regarding the stipend amount for instructors teaching professional development courses for the District-led, credit-bearing, professional development program known as Fremont College. The Parties agree as follows:

1. Program Structure and Requirements. The structure of the program and the requirements for instructors are set forth in the document entitled “Fremont College –Internal Professional Development,” attached to and incorporated herewith as Exhibit A.
2. Stipend Rates. The rates for courses are set forth below. If the course is co-taught, the stipend will be split between the instructors.

Credit Load	Course Status	Stipend
3 credits	Course has <u>not</u> been previously taught.	\$6,180
3 credits	Course has been previously taught.	\$4,140
2 credits	Course has <u>not</u> been previously taught.	\$4120
2 credits	Course has been previously taught.	\$2,760
1 credit	Course has <u>not</u> been previously taught.	\$2,060
1 credit	Course has been previously taught.	\$1,380

3. Approval of Courses. The Parties acknowledge and agree that the stipend rates listed above will only be paid upon administration’s approval of the course for the year. There is no guarantee that courses will be continued from year to year, and instructors will be notified of the discontinuation of their course by the last student attendance day of the school year in which the course was provided.
4. Payment of Instructors Receiving Retirement Incentives. The Parties acknowledge and agree that staff members who elect to teach Fremont College courses and who are receiving a retirement incentive benefit under Article 8.12 of the 2023-24 through 2027-28 collective bargaining agreement may not receive stipends or additional

payment that would cause an increase of greater than 6% in their final four years of employment. Accordingly, the Parties agree that course instructors who are receiving such retirement benefits will only receive payment of the stipend owed in an amount that does not exceed this 6% cap, and will receive the remaining portion of their stipend at least 30 but no more than 60 school business days after their retirement through the Teachers' Retirement System (TRS) of Illinois.

**BOARD OF EDUCATION OF
FREMONT SCHOOL DISTRICT 79**

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Gabriela L Whipple
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Dated: 12/19/2023

**FREMONT EDUCATION
ASSOCIATION, IEA-NEA**

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Dated: 12/19/2023