

MEMORANDUM OF AGREEMENT

WHEREAS, the Board of Education of Palos Community Consolidated School District 118 (the "Board") and the Palos Education Association, IEA-NEA (the "Union") have recently completed negotiations for a successor collective bargaining agreement that will be effective from July 1, 2024 through June 30, 2027 (the "Contract"); and

WHEREAS, the Board and the Union have met and negotiated over the contents of this Memorandum of Agreement, and have fully negotiated all issues relating thereto, and have agreed to the terms set forth below; and

WHEREAS, the Board and the Union wish to memorialize their agreement outside the Contract; and

NOW, THEREFORE, after having fully negotiated the issue, and in exchange for the good and valuable consideration set forth below, the sufficiency of which is acknowledged, the Board and the Union agree as follows:

1. The Whereas clauses set forth above are incorporated herein as substantive provisions of this Memorandum of Agreement.
2. The purpose of using Professional Learning Communities ("PLC"s) is to meet the needs of all students and address their abilities to meet essential grade level standards. Additionally, PLCs create a team of educators that share ideas to enhance their teaching practice and develop a learning environment so that all students can reach their learning potential.
3. Administration will encourage teams to engage in best practices. They will support teachers through the PLC journey by providing time, appropriate training, and feedback with the goal of creating teams that hold themselves accountable and function independently.
4. Coaches will provide direct support to teams in carrying out the responsibilities listed below with the intended purpose of building each team's collaborative capacity and improving student outcomes. In the event that there is not a coach assigned to subject area PLC, the administration shall provide support.
5. Elementary grade-level teams and middle school teams will be responsible for the following:
 - a. Using common formative assessments (CFA) to determine proficiency on identified essential learning standards;
 - b. Recording and sharing CFA data;
 - c. Differentiating instruction based on CFA data; and
 - d. Determining the frequency and duration of time students will be regrouped based on CFA data.
6. Teachers shall strive to create consistent practices, appropriate for their grade level, in

regrouping students.

7. Regrouping of students will occur in Grades K-5 between grade level teachers during intervention blocks (TIDE) and/or core instructional blocks in reading and math. Middle school teams will determine how students will be regrouped based on their team schedules.
8. For each year that the Board determines that the utilization of PLCs is in the best interests of the School District, all bargaining unit members who are assigned to an academic PLC shall receive \$1,000.00 added to their annual salary. The Union acknowledges and agrees that the Board, through its Administration, has the right to assign teachers to PLCs.
9. The salary addition provided for in paragraph 8 above shall not be payable to Psychologists, Social Workers, Speech Pathologists, Band Instructors, Nurses, Part-time Teachers, or any other employee whom the Administration and the Association determines is not a participant in PLCs.
10. All other provisions of the Contract, not specifically modified herein, shall remain the same.

BOARD OF EDUCATION OF PALOS COMMUNITY
CONSOLIDATED SCHOOL DISTRICT 118

By: Charles M. Paris

Its: President

Date: 6/18/2024

PALOS EDUCATION ASSOCIATION

By: Mary B.

Its: PEA President

Date: _____