



Memorandum of Agreement

June 17, 2024

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:

The BEA Collective Bargaining Agreement (CBA) shall be revised as follows:

Article 17, Section 3

Elementary and Middle School students will be dismissed one (1) hour early from school nine (9) times during the year to extend the time for Professional Learning Communities (PLC). Elementary teachers will be paid at the internal substitute rate if they miss regularly scheduled planning time on an early release day. High School students will be given a sixty (60) minute late start time weekly on Wednesdays for the same PLC purposes.

Article 17, Section 8

The high school teacher contract day begins thirty five (35) minutes prior to the students' attendance day and ends fifteen (15) minutes after the conclusion of the students' attendance day.

Each high school teacher shall be assigned five (5) teaching assignments and a 30 minute advisory/intervention time (on normal schedule days) during both the fall and spring semesters, plus one (1) half-semester supervisory assignment either first or second semester during the school year. Daily, teachers will have one (1) planning period and supervisory assignment for half of a semester and two (2) planning periods otherwise. Every effort will be made by administration to limit supervisory duty to study halls with a maximum 30 students. Teachers will be chosen on a rotating basis so that supervisory duties may not be required from every teacher every year. Exemptions from the supervisory assignment would be teachers with two courses in



the same period or teachers agreeing to an overload assignment (first/second semester or full year or part-time teaching assignments). While assigning supervision duties, staff teaching special education, Dual Language/EL, and Advanced Placement will be last selected to fill supervision duty positions.

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.

A blue ink signature of Sarah Brenner, consisting of a large, stylized loop that crosses itself.

Sarah Brenner, Board President

A blue ink signature of Wendy Taylor, written in a cursive style.

Wendy Taylor, BEA President