

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding made and entered into this 18 day of Sept, 2024, by and between the Board of Education of O’Fallon Community Consolidated School District No. 90 (“Board” or “District”) and the O’Fallon Support Personnel Federation, IFT/AFT (“Union”), the exclusive representative for all non-exempt educational support personnel employees of the District.

WITNESSETH:

WHEREAS, the Board and the Union are parties to a collective bargaining agreement covering the 2023-2024 and 2024-2025 school years (“the CBA”); and

WHEREAS, Section 9.5 of the CBA (Substitutes) provides the rate of pay for certain substitute situations, including when a Preschool Assistant substitutes for a Preschool Teacher; and

WHEREAS, the Board and the Union desire to change the rate of pay for situations where a Preschool Assistant substitutes for a Preschool Teacher, to improve and encourage participation in doing so; and

WHEREAS, the parties have agreed upon a rate of pay for such situations and wish to memorialize the same herein.

NOW, THEREFORE, in consideration of the premises and the mutual promises, covenants, and agreements contained herein, and for other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

Section 1. Incorporation of Preambles. The parties hereby find that all of the recitals contained in the preambles to this Memorandum are full, true and correct and do incorporate them into this Memorandum by this reference.

Section 2. Preschool Substitution. The relevant portion of Section 9.5 of the Collective Bargaining Agreement currently provides as follows:

If the district is unable to find a substitute for a Preschool Teacher and the Preschool Assistant takes over the teacher's duties, the Preschool Assistant shall receive Daycare/Preschool teacher pay for those duties.

Beginning with the 2024-2025 school year, this sentence shall be stricken and replaced with the following:

If the district is unable to find a substitute for a Preschool Teacher and the Preschool Assistant takes over the teacher's duties, the Preschool Assistant shall be paid \$25.00/day for those duties, in addition to their regular rate of pay.

The remainder of Section 9.5 shall remain unchanged.

Section 3. Entirety of Agreement. This Memorandum constitutes the whole and entire agreement between the parties. The Collective Bargaining Agreement between the parties, as previously amended, shall remain in full force and effect. No prior agreement, negotiations, relationships, understanding, course of dealing, or usage forms any part of this Memorandum.


IN WITNESS WHEREOF, the parties hereto have caused this Memorandum to be executed on the date first written above.


**BOARD OF EDUCATION
O'FALLON C.C.S.D. NO. 90**

By: *Burke Denny*
Its President

ATTEST:
Laura Van Hook
Secretary

**O'FALLON SUPPORT PERSONNEL
FEDERATION, IFT/AFT**

By: 
Its President
Maura Workman

ATTEST:

Secretary