

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 Classroom Federation of Teachers, IFT/AFT ("Union"), the exclusive representative for all non-exempt licensed employees of the District.

WITNESSETH:

WHEREAS, the Board and the Union are parties to a collective bargaining agreement covering the 2023-2024, 2024-2025, and 2025-2026 school years ("the Agreement"); and

WHEREAS, Article VI Section E of the Agreement (Extra Duty Pay), along with Appendix I, provides the pay for extra duty positions; and

WHEREAS, the Board and the Union desire to clarify and set forth the extra duty pay for certain extra duty positions, including cheerleading coaches, band, and chorus; and

WHEREAS, the parties have reached mutually agreeable terms to resolve the foregoing issues 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.

a. **Section 2. 2024 Summer Cheerleading Camp.** The following cheerleading coaches at Fulton Junior High School shall each be paid a one-time stipend for work associated

with the 2024 summer cheerleading camp. This one-time stipend shall be in the amount of One Thousand Dollars (\$1,000.00) each, and shall be paid from the Activity Fund. This is a one-time event and shall not establish any precedent or expectation for future situations.

Section 3. Future Summer Camp and Assistance Stipends. The following additions shall be made to the Extra Duty Pay beginning with the 2024-2025 school year: Employees assisting with approved summer camps or assisting with approved tasks shall be paid a stipend of up to \$25.00 per hour for up to four (4) total days of camp or an assistance stipend as approved by the administration, paid for out of the Activity Fund. All employees eligible for payment shall be pre-approved by the administration. The total payment shall be limited to the amount of funds raised through the camp or fundraisers, which may reduce the hourly rate accordingly if insufficient funds are available to pay the full amount. All of the remaining terms and conditions of employment shall be as provided in the Agreement.

Section 4. Cheerleading Stipends and Extra Duty Pay. The following additions shall be made to the Extra Duty Pay beginning with the 2024-2025 school year: Two (2) additional Cheerleading coaches will be added, paid for out of District funds, at Category 1 on Appendix I (for a total of four (4) Cheerleading coaches). Category 1 stipends shall remain at \$2,860.00 each. All of the remaining terms and conditions of employment shall be as provided in the Agreement.

Section 5. Band and Chorus Stipends. The following additions shall be made to the Extra Duty Pay beginning with the 2024-2025 school year:

- a. One (1) additional 5th Grade Band stipend will be added, paid for out of District funds, on Appendix I (for a total of three (3) 5th Grade Band stipends). 5th Grade Band stipends shall remain at \$2,600.00 each.

b. One (1) additional Chorus Contest stipend will be added, paid for out of District funds, on Appendix I (for a total of two (2) Chorus Contest stipends). Chorus Contest stipends shall remain at \$1,400.00 each.

All of the remaining terms and conditions of employment shall be as provided in the Agreement.

Section 6. 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: Betsy Dury
Its President

ATTEST:

Paula Van Hook
Secretary

**O'FALLON CLASSROOM FEDERATION
OF TEACHERS, IFT/AFT**

By: Amanda Mullen
Its President Heidi Mueller

ATTEST:

Michelle Biddle
Secretary