

MEMORANDUM OF UNDERSTANDING

Overload for Elementary Electives (Specials/Exploratory)

The purpose of this Memorandum of Understanding (“MOU”) is to memorialize the understanding reached between the Board of Education of Yorkville School District No. 115 (“Board” or “District”) and the Yorkville Education Association, IEA-NEA (the “Association”), (collectively the “Parties”), concerning the eligibility and calculation of overload compensation for elementary electives (specials/exploratory) teachers.

The Board and the Association are Parties to a 2022-2026 Collective Bargaining Agreement (“CBA”). The Parties understand that Article IX, Section 14.D, addresses pupil-teacher ratios that promote learning and minimize double class sizes in the District’s elementary electives (specials/exploratory) classes. The Parties also understand that the language in Article IX, Section 14.D is meant to set expectations for scheduling elementary electives (specials/exploratory) classes only.

Notwithstanding any other provision in the CBA, the Parties have agreed that, for the duration of the CBA, if an electives (specials/exploratory) teacher is assigned an overload, as defined below, at the beginning of the school year, that teacher will receive additional compensation per the formula below.

An “overload” for purposes of this MOU, is when an electives (specials/exploratory) teacher averages more than 315 student contact minutes in a 480-minute workday, or 65.6% of the workday, whichever is applicable, within a two-week period. Within a two-week period, the electives (specials/exploratory) teacher will be assigned sections based on a four-day rotation. Depending on the number of sections within the two-week period and the increased number of student contact minutes (based on a 45-minute class), the teacher will receive proportionate overload compensation.

As such, if there is an overload, the Board will compensate the electives (specials/exploratory) teacher by applying the following formula:

$$\frac{3150 + \text{Additional Minutes} *}{4800} \cdot 100 = x\%$$

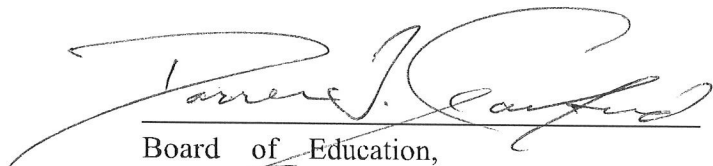
*Additional minutes will be equal to number of student contact minutes over 3150 over the two-week period.

$$x\% - 65.6\% = \% \text{ of employee salary overload amount}$$

Note: Below is a chart that includes examples of how the formula applies in certain circumstances; it is not meant to illustrate all potential overload scenarios:

Section Frequency	Base Minutes	Additional Minutes (based on a 45 minute class)	Overload amount
One of 4 days	3150	135	2.8% of employee salary
Two of 4 days	3150	225	4.7% of employee salary
Three of 4 days	3150	337.5	7.0% of employee salary

Reviewed and agreed to this 16 day of October, 2023 as a complete statement of the Parties' understanding with respect to this mutual agreement.


Board of Education,
Yorkville School District No. 115


Yorkville Education Association,
IEA-NEA

10/16/23
Date

6/29/23
Date