

Memorandum of Agreement
Between The Board of Education of Troy Community Consolidated School District 30-C
And
The Troy Education Association, IEA/NEA

LRC Internal Substitution Grievance Resolution

The Board of Education of Troy Community Consolidated School District 30-C ("District") and the Troy Education Association, IEA/NEA ("Union") are presently parties to a 2022-2026 collective bargaining agreement. That agreement contains provisions regarding teachers performing internal subbing duties.

On January 10, 2025, the Union filed a grievance pertaining to certain elementary school teachers allegedly having had to perform internal subbing duties when an elementary library associate was absent and their students were present in the library ("LRC"). The parties now desire, however, to resolve the aforementioned grievance amicably without setting precedent or proceeding further to an arbitration hearing. Therefore, they agree as follows:

1. The Union shall immediately withdraw its pending January 10, 2025 grievance pertaining to this matter.
2. Any teacher who filled in for an elementary library associate in the LRC prior to the Board of Education's approval of this agreement shall be paid at the contractual internal substitution rate of \$0.67 per minute; this provision applies to teachers listed in the January 10, 2025 grievance and all similarly affected members. In order to receive such payment, a teacher must submit to the Administration a timesheet substantiating the performance of any such work in the LRC by April 4th, 2025.
3. Between the Board of Education's approval of this agreement and June 30, 2026:
 - a. If an elementary library associate is absent from work on a day when book check-out takes place, the affected teacher shall be paid at the contractual internal substitution rate of \$0.67 per minute;
 - b. If an elementary library associate is absent from work, the Administration shall exhaust all options (including but not limited to posting the absence on Frontline as "Substitute Required," posting for voluntary internal substitutes when unfilled, and/or assigning substitutes from Administration's rotational list if there are no volunteers) in a good-faith attempt to find a substitute (i.e., not including the affected teacher) for the associate; and
 - c. In accordance with 3b of this agreement, if an elementary library associate is absent from work on a non-checkout day and Administration is unable to

obtain a substitute, the affected teacher shall have the autonomy to either: (i) spend the scheduled time in the LRC with their students reading and/or reviewing a lesson; or (ii) keep their students in their classroom instead.

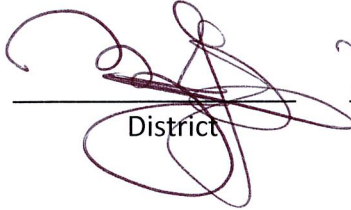
4. This Memorandum of Agreement shall expire and be of no further force or effect as of June 30, 2026.
5. No other provision(s) or aspect(s) of the parties' 2022-2026 collective bargaining agreement shall be considered altered or modified by this Memorandum of Agreement.



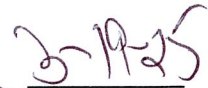
Union



Date



District



Date