

MEMORANDUM OF AGREEMENT

WHEREAS, the Board of Education of Palos Community Consolidated School District 118 (the "Board") and the Palos Education Association, IEA-NEA (the "Union") are parties to a collective bargaining agreement that is effective from July 1, 2024 through June 30, 2027 (the "Contract"); and

WHEREAS, the Illinois School Code provides the Board with authority to determine curriculum, and such determinations are not mandatory subjects of bargaining; and

WHEREAS, Board Policy 6:260 provides for public complaints about curriculum, and allows for objections to be filed and suggestions to be made about curriculum and instructional materials; and

WHEREAS, Board Policy 6:260 further provides that the Superintendent shall establish criteria for review of objections; and

WHEREAS, the Board and the Union have met and discussed the issue of teacher input on curriculum complaints, and have agreed to the terms set forth below; and

WHEREAS, the Board wishes to obtain teacher input during any curriculum objection review, and believes that such input would be valuable to the review process;

NOW, THEREFORE, in exchange for the good and valuable consideration set forth below, the sufficiency of which is acknowledged, the Board and the Union agree as follows:

1. The Whereas clauses set forth above are incorporated herein as substantive provisions of this Memorandum of Agreement.
2. When reviewing a curriculum complaint pursuant to Board Policy 6:260, the Superintendent or designee shall seek feedback from the teachers utilizing the curriculum that is complained of.
3. This agreement is not and should not be construed as a waiver of the Board's right to make decisions about curriculum in its sole discretion, and does not create any duty to bargain over any curriculum-related decision. The right to determine curriculum remains solely in the Board.
4. Violations of this agreement are not subject to the grievance procedure.

BOARD OF EDUCATION OF PALOS COMMUNITY
CONSOLIDATED SCHOOL DISTRICT 118

By: Amelia M. Parks

Its: Board of Education

Date: 5/13/2025

PALOS EDUCATION ASSOCIATION

By: Mary Borne

Its: PEA President

Date: 5/17/25