

MEMORANDUM OF UNDERSTANDING REGARDING PAYMENT FOR DUAL-CREDIT COURSEWORK

This Memorandum of Understanding (“MOU”) is entered into on July 15, 2025, by and between the **Board of Education of Community High School District No. 155**, McHenry and Lake Counties (“the District” or “the Board”) and the **High School District 155 Education Association, IEA-NEA** (“the Association”) (collectively, “the Parties”).

To incentivize teachers who are on the MA+60 lane of the salary schedule to complete coursework enabling them to teach dual-credit courses to students, the Parties wish to modify their 2022-2027 Professional Negotiation Agreement (“Agreement”) to authorize the Board’s payment of tuition for coursework required for dual-credit certification on the terms outlined below. The Parties therefore agree to amend Section D.V.1 of the Agreement to read as follows, effective for coursework begun after the date both Parties have approved this MOU:

1. Post-Master’s Coursework

Graduate coursework completed after acquiring a Master’s degree must be offered by a fully accredited college or university (not including 3rd party providers) and will be eligible for salary advancement only and not tuition reimbursement, except as outlined in this Subsection 1. Such coursework must be approved by both the division leader and building principal. Rationale for refusal of coursework must be shared in writing. An appeal process will consist of a joint committee of administration (4 people appointed by the superintendent) and Association members (4 people appointed by the Association president). The committee will meet monthly to review appeals. Stalemates will be resolved using a rotating tie breaker system. The first tie-breaker stalemate will be decided by administration. The committee’s final decision is non-grievable. To be considered, all coursework must be directly connected to the licensed staff member’s current assignment or be related to the field of education. All proposals must be approved prior to the start of the course(s). Only courses in which a grade of “B” or a grade of Satisfactory/Pass, if applicable, is earned will be eligible for credit (for approved courses that will result in a certification to teach dual credit courses, credit is contingent upon receiving at least a grade of “C” or a grade of Satisfactory/Pass, if applicable). Licensed staff members will be limited to earning 15 credit hours each academic year (August 15 - August 14). Notwithstanding all other conditions in this Section D, licensed staff members will not be permitted to advance more than one lane per school year unless an additional movement is approved by the Superintendent or his/her designee.

For teachers on the MA+60 lane only, the Board will pay the costs of coursework required for the teacher to obtain dual-credit certification, if the certification is requested by the Superintendent or designee. Such costs will be paid to the fully accredited college or university at the time of initial enrollment, rather than as a reimbursement following completion of the course. If the teacher fails to achieve at least a grade of "C" or a grade of Satisfactory/Pass, if applicable, the teacher is required to repay the coursework costs and authorizes such amounts to be deducted from the teacher's paychecks. This paragraph is subject to all the same criteria as other post-master's coursework in this Subsection 1.

IN WITNESS WHEREOF, the Board and the Association have executed this Agreement on the dates written below.

High School District 155 Education Association, IEA-NEA

By: [Signature]
President

Date: 7/10/25

Board of Education of Community High School District No. 155, McHenry and Lake Counties

By: [Signature]
Board President

Date: 8/19/25

Attest

By: [Signature]
Board Secretary

Date: 8/19/25