

MEMORANDUM OF UNDERSTANDING

TUTORING OF HOMEBOUND STUDENTS

The purpose of this Memorandum is to memorialize the understanding reached between the Board of Education of North Shore School District No. 112 (“Board” or “District”) and the North Shore Education Association, IEA-NEA (“NSEA”) (collectively, “the Parties”) concerning the provision of homebound tutoring by licensed teachers of the District. The Board and the NSEA are currently parties to a Collective Bargaining Agreement in effect from the first day of the 2024-2025 school year through the day preceding the start of the 2029-2030 school year (“CBA”). The CBA does not address the topic of teachers tutoring homebound students of the District. The Parties have met to discuss the topic of homebound tutoring by teachers and agreed to the following:

1. When homebound tutoring services are needed, administration will initially present the opportunity to the teachers who are part of the student’s team. In the event a team member is not secured, then the opportunity will be presented to the teaching staff at the building level or districtwide as determined by the administration depending on the circumstances. The assignment of homebound tutoring will be selected by the administration as deemed appropriate based on the needs and best interests of the student.
2. In the event the District is unable to secure a qualified internal candidate for the homebound tutoring services, the District will post the position externally for an external candidate.
3. Homebound tutoring services occur outside of the regular school day. Teachers assigned to such services will be paid at the rate of \$70 per hour, which is calculated in increments of a quarter of an hour. Payment for this service is inclusive of student contact and planning time.
4. Teachers are required to record their time tutoring and planning in the same manner that other hourly stipend positions in the CBA are expected to be recorded.
5. In the event of a conflict between the terms and conditions of this MOU and those of the CBA, the terms and conditions contained herein shall govern. All other provisions of the CBA not otherwise modified herein shall remain in full force and effect.

Upon signature of the Parties, this Memorandum of Understanding shall be effective immediately and shall terminate on the same date provided in the CBA. The terms and conditions of this MOU as noted herein are non-precedential and not subject to the Grievance Procedure or Arbitration Proceedings contained in the CBA.

[SIGNATURE TO FOLLOW]

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding on the dates written below.

BOARD OF EDUCATION
NORTH SHORE SCHOOL DISTRICT NO 112

By: 

Date: 11/18/25

NORTH SHORE EDUCATION
ASSOCIATION, IEA/NEA

By: 

Date: 9/17/2025