

November 17, 2025


This Memorandum of Agreement is being entered into between the Belvidere CUSD #100 ("District") and The Belvidere Education Association ("BEA") this 17th day of November 17, 2025. This understanding is being entered into to memorialize the appropriate stipend amount for Middle School Content Leaders for English Language Arts (ELA) Math, Science and Social Studies that was verbally agreed upon prior to the 2023-2024 school year. This verbal agreement stated that Middle School Content Leaders would be paid a stipend equal to Team Leaders to fulfill Content Leader responsibilities. Since the 2023-2024 school year, Middle School Content Leaders have not been paid the appropriate amount. In order to fulfill the intent of the verbal agreement, the District and the BEA recognize that the Middle School Content Leaders should receive pay retroactive to the 2023-2024 school year as follows:

- 2023-2024 - \$160 x 8 Middle School Content Leaders
- 2024-2025 - \$294 x 8 Middle School Content Leaders
- 2025-2026 - 8 Middle School Content Leaders would then be paid an additional \$434.
- Total retroactive pay to 2023-2024 + correct stipend amount for 2025-2026 = \$7,104.

This Memorandum of Agreement is for the duration of the current collective bargaining agreement. Both parties, the District and the BEA, agree to the Memorandum of Agreement as it pertains to this agreement on November 17, 2025. This MOA does not establish a precedent of any sort, may not be relied upon in future negotiations and will expire on August 15, 2026.



Jorge Herrera
Board President



Wendy Taylor
BEA President