

## Memorandum of Agreement

February 23, 2026

This Memorandum of Agreement (“MOA”) is being entered into by and between the Board of Education of Belvidere CUSD #100 (“District”) and the Belvidere Educational Support Team (“BEST”) on the date set forth above.

The District and BEST are presently parties to a collective bargaining agreement that expires on June 30, 2029. Pursuant to this MOA, the parties hereby agree as follows:

Any BEST bargaining unit member may apply for a leave of absence without pay, not to exceed one full District semester, for the purpose of completing a student teaching requirement (as a prerequisite to obtaining a professional educator license (“PEL”) at an accredited college or university. Such a request shall be made in writing and submitted to the District’s Chief Human Resources Officer by April 1st if the leave of absence is sought for the Fall semester, or by October 1st if the leave of absence is sought for the Spring semester. In the Chief Human Resources Officer’s sole discretion, these deadlines may be extended or waived if warranted by extenuating and/or emergency circumstances. The Board of Education, in its sole discretion, shall determine whether to approve any such request. Any approval or denial by the Board of Education shall be non-precedential in nature.

Upon a member’s return to the District from such an unpaid leave of absence, all previously accumulated unused paid leave shall be reinstated and he or she shall retain any seniority rights or privileges previously accrued and/or attained. During any unpaid leave of absence taken pursuant to the terms of this MOA, a BEST bargaining unit member may maintain his or her group health insurance benefits by continuing to pay the employee premium cost share amount, while the District continues to pay the employer premium cost share amount; provided, however, if the member does not immediately return to employment with the District following such an unpaid leave of absence and remain employed with the District (in some capacity) for one full school year, he or she shall repay to the District and/or be liable for all employer premium cost share amounts paid on his or her behalf during the leave period.

This MOA does not establish a precedent of any sort, may not be relied upon in future negotiations and will expire in all respects on June 30, 2029.



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Jorge Herrera, Board President



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Rebecca Mok, BEST President