

## Memorandum of Agreement

May 18, 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 Association (“BEA”) on the date set forth above.

The District and BEA are presently parties to a collective bargaining agreement that expires on August 15, 2026. Pursuant to this MOA, the parties hereby agree as follows:

A BEA bargaining unit member who participates in the **Preparing Educators as School Psychologists in Northern Illinois (PESP-NI) Program (“Program”)** will be allowed to complete the program in Belvidere CUSD #100 under the terms agreed to with Northern Illinois University, Belvidere CUSD #100, the Belvidere Educational Association, and the members. Terms of the agreement are outlined below:

Year 3 members in the program during 2026-2027:

- Members complete a required, full-time, year-long internship in school psychology. The District will pay the members their regular educator salary.
- Members will be placed into a school psychologist or in a similar specialized student support/related services position (non-classroom position) and will commit to the District for 5 years (until SY 31/32) immediately following completion of the program.
- If the member chooses to leave the District for a position in another district within a 100 mile radius of Belvidere District 100, reimbursement would be required in a prorated amount based on their salary for the SY 26/27 school year, less the reimbursement provided by NIU.
- If the member is leaving the District for a position outside of a 100 mile radius or for extenuating circumstances beyond their control, the member will not be required to reimburse the District.
- If a school psychologist position opens up during the SY 27/28 through the SY 29/30 school years the above timelines hold and do not restart.



This Memorandum of Agreement shall not constitute a precedent, shall not be cited or relied upon in any future negotiations or proceedings, and shall expire in its entirety on August 15, 2032.



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Jorge Herrera, Board President



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Wendy Taylor, BEA President



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Employee/Intern Signature