

MEMORANDUM OF UNDERSTANDING – Music Department Stipends

The Board of Education of Oak Park and River Forest School District 200 ("the School District") and the Oak Park and River Forest Faculty Senate IEA-NEA ("the Association") hereby agree to modify the provisions of the collective bargaining agreement ("the CBA") in Article 21 – Salary Schedules and Appendices B and C of the 2022-2026 CBA.

1. The School District and the Association are parties to a collective bargaining agreement for the time period from July 1, 2022 to June 30, 2026.
2. For the duration of this Memorandum of Understanding ("MOU"), the following terms shall apply:
 - A. All Music Department teachers shall attend and administer each of their scheduled periods during the six (6) final exam days scheduled on the school district calendar for the 2025-2026 school year.
 - B. Beginning immediately upon execution of this MOU, four (4) music stipends shall be added to the current stipend schedule reflected in Appendices B and C. The stipends shall be listed as "Choir Director," "Band Director," "Orchestra Director" and "Music Assistant Director," Choir Director, Band Director and Orchestra Director shall be categorized as a level 4 stipend and Music Assistant Director - as a level 5 stipend per Article 21 (SALARY SCHEDULES) and Appendices B & C of the CBA. These stipends are designed to compensate music department teachers for the required time, expertise, and expectation to support co-curricular music activities outside the regular school day. The full stipend amounts shall be paid in full and spread equally throughout the remaining pay periods for the 2025-2026 school year to Music Teachers who are not on the retirement track.
3. The School District and the Association agree that this Memorandum of Understanding shall not obligate the School District or the Association to agree to a similar arrangement in the future or in another case, shall not negate or modify any provision of the CBA except as addressed herein, and shall not require either party to bargain over any provision of the CBA during the term of the CBA, unless such bargaining is otherwise required by law.
4. The terms and provisions of this Memorandum of Understanding shall not be deemed a violation or misapplication of the terms of the CBA.
5. This Memorandum of Understanding is subject to the grievance/arbitration provisions of the parties' Collective Bargaining Agreement.
6. To the extent of any conflict or inconsistency between this Memorandum of Understanding and the CBA, the provisions of this Memorandum of Understanding shall control. The CBA shall otherwise remain in full force and effect.

Faculty Senate, IEA/NEA

By: _____

Andrew Brown, Chairperson

Dated: _____

5/1/26

Board of Education,

Oak Park and River Forest High School District 200

By: _____

Audrey Williams Lee, Board President

Dated: _____

5/21/26