

MEMORANDUM OF UNDERSTANDING
Social Emotional Learning Curriculum Implementation

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Palos Community Consolidated School District No. 118 (the “District”) and the Palos Education Association, IEA-NEA (the “Association”) (hereinafter collectively referred to as the “Parties”).

WHEREAS, the District and Association are parties to a Collective Bargaining Agreement in effect from July 1, 2024, through June 30, 2027 (the “CBA”); and

WHEREAS, the District has chosen to implement the Character Strong social emotional learning curriculum (the “SEL Curriculum”) at its schools during the 2026-2027 school year following a pilot of the curriculum by numerous elementary school teachers during the 2025-2026 school year; and

WHEREAS, the District and the Association have engaged in impact bargaining concerning the implementation of the SEL Curriculum and have agreed to the terms set forth below; and

WHEREAS, the Parties wish to memorialize their understanding related to the matters contained herein.

NOW, THEREFORE, the Parties agree as follows:

1. **Incorporation of Recitals.** The recitals set forth above are true and correct and are incorporated in this paragraph by reference.

2. **Planning.** One time per month during the time dedicated to professional learning community (“PLC”) meetings on late-start Wednesdays, time shall be set aside for members to plan for delivery of the SEL Curriculum and for positive behavioral interventions and supports (“PBIS”) with the applicable PLCs. On these late-start Wednesdays, 8:30 a.m. to 9:00 a.m. shall be utilized for individual or team planning of SEL Curriculum delivery. From 9:00 a.m. to 9:25 a.m., the time shall be utilized for SEL/PBIS at the discretion of the administration.

3. **Amendments.** No provisions or requirements expressed in this MOU may be altered, modified, changed and/or canceled after the effective date of this MOU, except upon the express written consent of all Parties.

4. **Execution.** This MOU may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the MOU as fully as if the Parties had signed a single document. The Parties agree to accept facsimile and electronic copies of this MOU as if original copies.

5. **Term.** This MOU shall remain in full force and effect at the time of execution by the Parties through June 30, 2027, or until a successor collective bargaining agreement is ratified by the parties, whichever is later.

6. **Other Terms Still in Effect.** The terms of this MOU supersede any terms in the CBA or any other agreements between the Parties that conflict with this MOU. All other terms of the CBA and any other agreements between the parties remain in full force and effect.

IN WITNESS WHEREOF, the Parties have approved and executed this MOU on the dates indicated below, and the MOU shall be in effect as of the last date of signature.

**PALOS EDUCATION
ASSOCIATION, IEA-NEA**

By: Mary B...
President

Date: 9/21/26

**BOARD OF EDUCATION OF
PALOS COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT NO. 118**

By: _____
Board President

Date: _____

ATTEST

By: _____
Board Secretary

Date: _____