

MEMORANDUM OF UNDERSTANDING

NOW COME the Mt. Pulaski Education Association, IEA/NEA (“Association”) , the Board of Education, Mt. Pulaski Unit District #23 (“Board”) , and Mindy Switzer (“Switzer”), and for this Memorandum of Understanding state:

WHEREAS, currently there is no teacher at Mt. Pulaski Elementary School who is certified to teach Health;

WHEREAS, a teacher from Mt Pulaski High School currently comes to Mt. Pulaski Elementary School to teach one section of Health;

WHEREAS, the parties agree that it is in the best interest of the students that the Health class be taught by a teacher assigned to Mt. Pulaski Elementary School;

WHEREAS, the Board has requested Mindy Switzer take course work so as to become certified in Health in order to teach it at the Mt. Pulaski Elementary School in 2017-18 school year;

WHEREAS, Mindy Switzer is a licensed Physical Education teacher employed by the Board and the Association is her exclusive bargaining representative; and

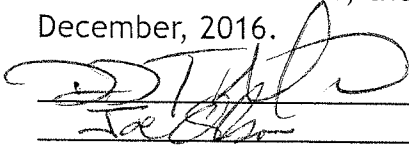
WHEREAS, for this situation the parties are agreeable to a modification of Article 7-7 of the AGREEMENT BETWEEN THE BOARD OF EDUCATION, MT. PULASKI COMMUNITY UNIT #23 AND THE MT. PULASKI EDUCATION ASSOCIATION (“AGREEMENT”) such that a Memorandum of Understanding with the Association is necessary and proper.

WHEREFORE, the parties agree as follows:

1. Switzer will submit a graduate course reimbursement/approval form for the Health course and course grade and transcript for such to the Superintendent in accordance with article 7-7a and 7-7b of the AGREEMENT.
2. The Board will reimburse Switzer the full cost of the Health course tuition upon receipt of the course grade and transcript for Health course.
3. Switzer will teach at least one section of Health at Mt. Pulaski Elementary School for the 2017-18 school year.
4. The parties agree that this Memorandum of Understanding is non-precedential and does not create new language in Article 7-7 of the AGREEMENT.
5. This Memorandum has been executed in the State of Illinois, and shall be governed in accordance with the laws thereof in every respect.
6. This Memorandum contains all the terms agreed upon by the parties with respect to the subject matter of this Memorandum and supersedes all prior

agreements, arrangements and communications between the parties, whether oral or written, concerning such subject matter.

IN WITNESS WHEREOF, the parties have executed this agreement on this day of December, 2016.



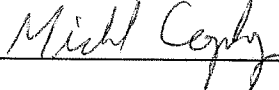
Mt. Pulaski Education Association IEA/NEA
Community

Board of Education, Mt. Pulaski

District Unit #23

ATTEST:

Jenna Kloba, co-President



Michael Copley, co-President



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 21st day of August, 2017 between the Board of Education of Mt. Pulaski Community Unit School District No. 23 ("Board") and the Mt. Pulaski Education Association ("Association").

Recitals

- 1. The parties previously agreed that the Board will pay the Teachers' contribution to the Teachers Retirement System ("TRS"); and
- 2. The law was recently changed to require teachers to pay 9.0% of each teacher's salary to TRS; and
- 3. The parties agree that the bargaining agreement should be changed to reflect the correct amount to be paid to TRS.

Agreement

- 4. The recitals set forth above are found to be true and correct.
- 5. Section 10-1 and 10-9 of the Collective Bargaining Agreement are amended to read as follows:
 - 10-1 The Board shall pay the Teachers 9.0% (9.8901% compounded) contribution on behalf of each certified teacher to the Teacher's Retirement System (TRS).
 - 10-9 If TRS laws affecting retirement should change, this Article may be re-opened upon mutual agreement. This includes the TRS amount (9.8901%) paid by the Board of Education.
- 6. This Agreement shall be effective as of the date that the Teacher TRS contribution amounts changed.

AGREED:

BOARD OF EDUCATION OF Mt. PULASKI
COMMUNITY UNIT SCHOOL DISTRICT No. 23

Mt. PULASKI EDUCATION ASSOCIATION

By: [Signature]
Board President

By: [Signature]
Association President

By: [Signature]
Board Secretary

By: [Signature]
Association Secretary

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 16th day of April, 2018 between the Board of Education of Mt. Pulaski Community Unit School District No. 23 ("Board") and the Mt. Pulaski Education Association ("Association").

Recitals

1. The Board created the Athletic Director ("AD") position in August of 2013 at which time both parties agreed to not include any reference to the position in the bargaining unit even though the position was filled by a teacher; and
2. The scope of the AD position has changed over time due to an increased demand for AD services; and
3. The parties agree that the scope of the AD position should be memorialized in writing and not changed until formal negotiations or otherwise agreed.

Agreement

4. The recitals set forth above are found to be true and correct.
5. Appendix III of the Collective Bargaining Agreement is amended by adding the following:

Athletic Director


1. The Athletic Director ("AD") will fulfill all duties assigned as outlined by the job description in the District. These duties may include an initial review of coaching performance but formal evaluations and discipline will be undertaken by administration.
2. The AD will have the equivalent of 3 periods during the school day to complete assigned AD duties.
3. The AD will be paid a stipend of \$5,100 for duties performed outside the instructional day.

AGREED:

BOARD OF EDUCATION OF Mt. PULASKI
COMMUNITY UNIT SCHOOL DISTRICT No. 23

Mt. PULASKI EDUCATION ASSOCIATION

By: 
Board President

By: 
Association President

By: 
Board Secretary

By: 
Association Secretary