

MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND
JACKSONVILLE EDUCATION ASSOCIATION, IEA/NEA (JEA)

SUBJECT: Hard to Fill Positions

WHEREAS, the Jacksonville Education Association, IEA-NEA, hereinafter referred to as "JEA" and the Board of Education of Jacksonville School District #117, hereinafter referred to as "the Board," are parties to a collective bargaining agreement, hereinafter "CBA," effective August 16, 2023 through August 15, 2026;

WHEREAS, the Parties hereto agree to memorialize the terms and conditions of their Agreement in this Memorandum of Understanding (MOU);

NOW THEREFORE, the Jacksonville Education Association, IEA/NEA and the Board of Education of Jacksonville School District #117 do hereby agree to this Memorandum of Understanding on the following terms and conditions:

1. The above recitals are incorporated into this MOU as if they had been restated verbatim.
2. The terms and conditions of this MOU shall be effective upon execution and approval of this MOU by both Parties and shall terminate on August 15, 2026, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree to the following language concerning hard to fill positions:

If the Superintendent determines that a particular position is hard to fill, based on the quantity and quality of applicants, he or she may consider non-teaching experience and/or lack of experience when determining the newly hired employee's salary. The Superintendent will inform and gather feedback from the Association before making such placements.

New hires of equivalent years of experience, education, and licensure and endorsements shall not be placed at a salary that exceeds the salary of a teacher currently employed by the district.

Example: A new hire granted 4 years of experience along with 6 years of teaching experience may be placed at step 10 years on the Placement Schedule. However, if there is a teacher currently in district with the seven (7) years of teaching experience, same education level, and same licensure and endorsements as the new hire, then the maximum placement of the new hire would be 7 years or the District/Association may agree to move both individuals up on the salary schedule depending on District need.

4. The parties hereby agree that, in the absence of written agreement to the contrary, the language of this MOU shall become null and void at the conclusion of this contract.
5. This MOU contains the complete understanding of JEA and the Board.
6. This MOU may be modified only by written agreement of the parties.

Executed this 21th day of June 2023.

Jacksonville Educational Association (JEA),
IEA/NEA

Jacksonville School District 117,
Board of Education

By: Amy Pieper
Amy Pieper, Co-President
By: Darla Hamilton
Darla Hamilton, Co-President

By: Noel Beard
Noel Beard, President
By: Teresa Wilson
Teresa Wilson, Secretary