

**MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND
JACKSONVILLE SUPPORT STAFF ASSOCIATION, IEA/NEA (JSSA)**

SUBJECT: Attendance Bonus

WHEREAS, the Jacksonville Support Staff Association, IEA-NEA, hereinafter referred to as "JSSA" 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 July 1, 2023 through June 30, 2026;

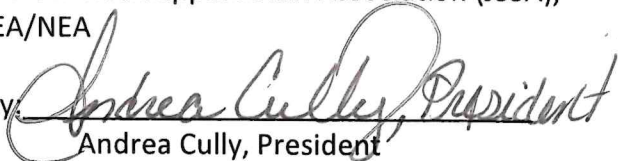
WHEREAS, the Parties hereto agree to memorialize the terms and conditions of their Agreement in this Memorandum of Understanding (MOU);

NOW THEREFORE, the Jacksonville Support Staff 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 June 1, 2024, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree that during the 2023-2024 school year, the District will pay a bonus of one-hundred twenty-five dollars (\$125) per month to JSSA staff who have not used any benefit time during the month. Perfect attendance is defined as not using any personal days, sick days, vacation days, FMLA leave, bereavement leave, or unpaid leave. The attendance bonus will be for the months of August 2023 through May 2024. The bonus will be paid the month following the perfect attendance month.
4. This MOU shall become null and void at the conclusion of the 2023-2024 school year.
5. This MOU contains the complete understanding of JSSA and the Board.
6. This MOU may be modified only by written agreement of the parties.

Executed this 15th day of November 2023.

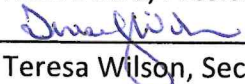
Jacksonville Support Staff Association (JSSA),
IEA/NEA

By: 
Andrea Cully, President

By: _____

Jacksonville School District 117,
Board of Education

By: 
Noel Beard, President

By: 
Teresa Wilson, Secretary