

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the East Aurora Council-Local 604, AFT/IFT, AFL-CIO ("Union") and the Board of Education of the East Aurora School District No. 131 ("District") effective as of the 19 day of June, 2014.

WHEREAS, the District and the Union are parties to a collective bargaining agreement, which Agreement expires on June 30, 2015, (the "Agreement"); and

WHEREAS, the parties have determined that certain sections of said Agreement need correction or amendment; and

WHEREAS, the parties desire by this Memorandum of Understanding to implement certain provisions, changes and amendments to the Agreement;

NOW THEREFORE the parties agree that effective upon the approval of this Memorandum as follows:

1. That Section 14.7 shall be amended to read as follows:

14.7 Summer School and Summer Camp Compensation

All teachers employed during a summer school (if any) conducted by the Board shall be compensated therefore at the rate of \$37.39 per hour in 2012-13, \$38.51 per hour in 2013-14, and \$39.67 per hour in 2014-15. Summer Camp for sports and fine arts shall be limited to no more than 25 days or 50 hours with the compensation for the 2013-2014 summer camp for a Coach to be at the rate of \$25.75 per hour and for an Assistant Coach to be at the rate of \$20.60 per hour, and for the 2014-2015 summer camp for a Coach to be at the rate of \$26.52 per hour, and for an Assistant Coach to be at the rate of \$21.22 per hour.

2. That Section 19.4 shall be amended to read as follows:

19.4 Summer School and Summer Camp Compensation

All employees employed in the Summer School Program shall be paid at their hourly rate. District employees shall be given preference before any outside employees are hired. Seniority shall be an important criteria for selection. Summer Camp for sports and fine arts shall be limited to no more than 25 days or 50 hours with the compensation for the 2013-2014 summer camp for a Coach to be at the rate of \$25.75 per hour and for an Assistant Coach to be at the rate of \$20.60 per hour, and for the 2014-2015 summer camp for a Coach to be at the rate of \$26.52 per hour, and for an Assistant Coach to be at the rate of \$21.22 per hour.

3. That Section 24.5 shall be amended to read as follows:

24.5 Summer School and Summer Camp Compensation

All employees employed in the Summer School Program shall be paid at their hourly rate. District employees shall be given preference before any outside employees are

hired. Seniority shall be an important criteria for selection. Summer Camp for sports and fine arts shall be limited to no more than 25 days or 50 hours with the compensation for the 2013-2014 summer camp for a Coach to be at the rate of \$25.75 per hour and for an Assistant Coach to be at the rate of \$20.60 per hour, and for the 2014-2015 summer camp for a Coach to be at the rate of \$26.52 per hour, and for an Assistant Coach to be at the rate of \$21.22 per hour.

4. The foregoing provisions and this Memorandum are non-precedential to the Union or the District with regard to other matters and without prejudice to any position of the Union or the District with regard to other matters and all other provisions of the Agreement remain unchanged and in full force and effect.

East Aurora Council-Local 604
IFT/AFT, AFL-CIO
By: Sara L. Ombers

Date: 6/19/14

East Aurora School District #131
By: Jean Glotzbach

Date: 6/19/14

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This Memorandum of Understanding ("MOU") is entered into by and between the East Aurora Council-Local 604, AFT/IFT, AFL-CIO ("Union") and the Board of Education of the East Aurora School District No. 131 ("District") effective as of the 19 day of June, 2014.

WHEREAS, the District and the Union are parties to a collective bargaining agreement, which Agreement expires on June 30, 2015, (the "Agreement"); and

WHEREAS, the parties have determined that the Sabbatical Leave section of said Agreement needs to be amended to address the establishment of the Principal Internship Program ; and

WHEREAS, the parties desire by this Memorandum of Understanding to implement certain provisions, changes and amendments to the Agreement;

NOW THEREFORE the parties agree that effective upon the approval of this Memorandum as follows:

1. That the introductory paragraph to Section 15.5 shall be amended to read as follows:
13.5 Sabbatical Leave
Sabbatical leaves may be granted in accordance with Section 24-6.1 of the Illinois School Code. The purpose of this clause is to contribute to the improvement of the quality of education in the schools of this District by aiding individual professional development through the granting of sabbatical leave time. Inasmuch as leaves will be granted only for those activities deemed beneficial to the program of the system, except as provided in subsection I. hereof, a partial payment of salary during the leave period is considered reasonable and justifiable under the following conditions.

2. That subsection I. is hereby added to Section 13.5 to read as follows:
 - I. Notwithstanding anything to the contrary in this Section 13.5, or in Section 13.6 of this Agreement, the following modifications shall govern a sabbatical leave granted to teachers accepted into a U.S. Department of Education-funded Illinois Partnerships Advance Rigorous Training project ("IL-Part") with North Central College or other approved District/University partnership:
 - (i) the teacher must have entered into contractual continued service in the District but need not have completed six (6) years of continuous years of employment in the District;
 - (ii) the teacher shall receive his or her full salary and benefits during the term of the sabbatical leave;
 - (iii) during the teacher's internship the teacher may participate in the evaluation process for other certified staff but such teacher's participation or input shall not be used in the summative evaluation for any certified staff.

(iv) the teacher shall not be required to return to employment in the District upon completion of the Program unless such teacher is offered a position in the District for the school term following the completion of the IL-Part Program as a Principal, Assistant Principal, or Administrator.

3. The foregoing provisions and this Memorandum are non-precedential to the Union or the District with regard to other matters and without prejudice to any position of the Union or the District with regard to other matters and all other provisions of the Agreement (including the provisions in Sections 13.5 and 13.6) remain unchanged and in full force and effect.

East Aurora Council-Local 604

IFT/AFT, AFL-CIO

By: Sara J. Imatius

Date: 6/19/14

East Aurora School District #131

By: Joan Glatzback

Date: 6/19/14