

MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT is entered into this 17th day of June, 2024 between the Naperville Unit Education Association (the "NUEA") and the Board of Education of Naperville Community Unit School District 203 (the "Board" or "District"). The NUEA and the District agree as follows:

1. Beginning April 3, 2023, the District will pay \$29 to a teacher who has served ten periods or hours, whichever is applicable, as an internal substitute. This payment applies whether or not compensation was paid per hour or per period under Section B.4.B of Appendix B of the 2021-2025 Collective Bargaining Agreement (the "CBA") between the NUEA and the District.
2. This Agreement to provide internal substitution compensation is limited to the 2022-2023, 2023-2024, and 2024-2025 school years only. Either party may elect to discontinue this Agreement upon thirty (30) days advance notice.
3. This Agreement also serves to recognize teachers who agree to serve as internal substitutes for no pay in place of their regular assignment in limited, exigent circumstances.
4. This Agreement is non-precedential and will not constitute admissible or binding precedent or past practice in any subsequent grievance arbitration or administrative proceeding.
5. This Agreement is limited exclusively to the issue of compensation for internal substitution and does not modify or affect the validity or enforceability of any contract provision in the CBA.
6. This Agreement will expire at the end of the 2024-2025 school year.

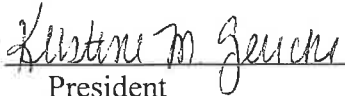
IN WITNESS WHEREOF, the NUEA and District have caused this Agreement to be executed by the signatures of their authorized representatives as set forth below.

**NAPERVILLE UNIT EDUCATION
ASSOCIATION**

By: 
President

Date: June 5, 2024

**BOARD OF EDUCATION OF
NAPERVILLE COMMUNITY UNIT
SCHOOL DISTRICT 203**

By: 
President

Date: 17 June 2024

ATTEST:

By: 
Secretary

Date: 17 June 2024