

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT ("MOA") is made and entered into between the Board of Education of Naperville Community Unit School District No. 203 (the "Board") and the Naperville Unit Education Association (the "Association").

WHEREAS, the Association is the exclusive bargaining representative for the District's full-time and part-time regularly employed certificated personnel, as set forth in Article I, Section 1.1 of the CBA;

WHEREAS, the District and Association are parties to a Collective Bargaining Agreement (the "CBA"), the terms of which were extended by mutual agreement through June 30, 2021;

WHEREAS, Appendix B of the CBA includes schedules for employee stipend payments; and

WHEREAS, the Board and the Association wish to post the schedules in Appendix B on the District's website in lieu of inserting the schedules in the CBA.

NOW, THEREFORE, in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the Board and Association as follows:

1. Appendix B Stipend Schedules

A. The stipend schedules in Appendix B of the CBA shall be removed from the CBA and Section B.1 shall be revised as follows:

Extracurricular Increments for Duties Performed: The following schedules are posted on the Naperville CUSD 203 website at naperville203.org:

- High School Athletics Stipend Schedule
- High School Non-Athletics Stipend Schedule
- Junior High Athletics Stipend Schedule
- Junior High Non-Athletics Stipend Schedule
- Elementary Stipend Schedule

B. The stipend schedules removed from Appendix B of the CBA under Section 1(A) of this MOA will be posted on the District's website at naperville203.org.

C. It is understood that all stipend categories and multipliers shall be retained from the stipend schedules removed from Appendix B of the CBA under Section 1(A) of this MOA and remain effective unless otherwise agreed to in future agreements.

2. Effect of MOA

Except as otherwise provided in this MOA, the remaining provisions of the CBA will continue in effect through the term of the CBA.

3. Non-Precedential

The parties agree that the circumstances leading to the creation of this MOA are unique and that entering into this MOA will not constitute a precedent for any future dealings between the parties concerning the subject matters of this MOA and that the terms of this MOA will not constitute the status quo of the CBA for purposes of future negotiations.

4. Entire Agreement

This MOA sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof and there are no promises, agreements or undertakings, either oral or written, expressed or implied between them other than as herein set forth.

5. Amendment of MOA

Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this MOA shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

6. Effective Date

This MOA is effective immediately upon execution by the authorized representatives of the Board and the Association as set forth below.

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

Dated: 9/7, 2021

NAPERVILLE UNIT EDUCATION ASSOCIATION

By: 
President

Dated: 9/7, 2021

**BOARD OF EDUCATION OF NAPERVILLE
COMMUNITY UNIT SCHOOL DISTRICT NO. 203**

By: 
President, Board of Education

**BOARD OF EDUCATION OF NAPERVILLE
COMMUNITY UNIT SCHOOL DISTRICT NO. 203**

By: 
Secretary, Board of Education