

Memorandum of Understanding

Between

The Board of Education of District #50 Schools ("Board")

and

The Academic Professional Leadership Union of Sunnyland (APLUS),
AFT-IFT Local 3831 ("Union")

This Memorandum of Understanding ("MOU") is written to modify the Collective Bargaining Agreement ("CBA") with regards to Tuition Reimbursement for Certified Staff

The parties agree to the following facts:

- The parties have negotiated the 2021-2026 CBA
- The parties wish to encourage certified staff members to pursue continuing education by reducing the financial requirement for the employee
- Costs for continuing education have continued to rise through the implementation of institutional fees
- There is current language in the CBA defining conditions for reimbursement for continuing education
- Nothing in this MOU alters the terms and conditions agreed to by the parties, except as explicitly stated within this document

Therefore, to provide additional continuing educational opportunities to certified staff members, the parties agree to the following amendment to Article X – Professional Growth, Certified Employees of the 2021-2026 Collective Bargaining Agreement:

- The following sentence exists within the current CBA:

The amount of the reimbursement per semester hour shall equal the actual cost of tuition and books, not to exceed the Illinois State University per semester hour rate.

- This sentence shall be modified by this MOU to read as follows:

The amount of the reimbursement per semester hour shall equal the actual cost of tuition, related fees, and books listed as "required" on the course syllabus, not to exceed the Illinois State University or Western Illinois University (whichever is higher) per credit hour rate.

- No other modifications to Article X – Professional Growth, Certified Employees are implied, expected, or agreed upon between the parties

This Memorandum of Understanding shall be effective immediately upon execution by the authorized representatives as set forth below. This Agreement shall expire on June 30, 2026, when it is incorporated into the successor CBA.

In Witness Whereof, the parties hereto have executed this MOU on 11-02, 2022

District #50 Schools
Board of Education

Dan Price

Academic Professional Leadership
Union of Sunnyland
AFT-IFT Local 3831

Sally Hillman