

MEMORANDUM OF UNDERSTANDING (“MOU”)

**Between
Pana Community Unit School District No. 8
and
Pana Education Association (PEA)**

RE: Addition of Assistant Band Director to Coaching and Band Salary Schedule

This Memorandum of Understanding (MOU) is entered into by and between the Board of Education of Pana Community Unit School District No. 8 (“District”) and the Pana Education Association (“PEA” or “Association”) to memorialize their agreement regarding the addition of the Assistant Band Director position to the extracurricular salary schedule outlined in the current collective bargaining agreement (CBA).

1. Position Addition

The District and the Association agree to add the position of Assistant Band Director to the Coaching and Band Salary Schedule attached to the current CBA.

2. Compensation

The compensation for the Assistant Band Director position shall be set at 7% of the base teaching salary as defined by the current collective bargaining agreement.

3. Placement and Conditions

The position shall fall under the same terms, conditions, and procedures that apply to other positions listed on the extracurricular salary schedule, including those relating to posting, appointment, evaluation, and term of assignment.

4. Duration

This MOU shall remain in effect for the duration of the current collective bargaining agreement unless amended in writing by mutual agreement of both parties.

5. Entire Agreement

This MOU reflects the full and complete agreement between the District and the Association with respect to the subject matter contained herein. All other terms of the current collective bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this MOU on the dates indicated below:

For the Board of Education

Pana CUSD No. 8

Signature: _____

Name: _____

Title: _____

Date: _____

For the Pana Education Association

Signature: Beth King

Name: Beth King

Title: PEA President

Date: 2/19/26