

## MEMORANDUM OF AGREEMENT

**THIS AGREEMENT** is made by and between the GENEVA SCHOOL DISTRICT 304, KANE COUNTY, ILLINOIS (“BOARD”) and the GENEVA EDUCATION ASSOCIATION, IEA/NEA (“GEA”), sometimes collectively referred to as the Parties.

**WHEREAS**, the GEA is the exclusive bargaining representative for those listed in Article I, sections A-C of the Collective Bargaining Agreement.

**WHEREAS**, the GEA and the Board are parties to a Collective Bargaining Agreement, CBA, that covers the period of time from August 15, 2023, to Aug 14, 2026.

**WHEREAS**, the Middle School Curriculum for Social and Emotional Learning (hereafter SEL) requires a designated time in the Middle School schedule.

**NOW AND THEREFORE**, in consideration of the following promises and mutual agreements, the sufficiency of which is hereby acknowledged, the parties agree to the following for Middle School teachers only:

Section 1. The recitals set forth above are incorporated herein by this reference and made a contractual part hereof

Section 2. Per Article VII, Section X.3 of the CBA, educators are provided with dedicated plan time that includes but is not limited to teacher classroom preparation, student contact, faculty meetings, parent meetings, student meetings, and supervision duties. For the 2025-2026 School Year only, the GEA and the Board agree to alter the Monday (Tuesday in case of holiday/in-service day) plan time schedule, at the middle school level only, to provide a period for SEL curriculum. Educators will have their plan time reduced on Monday (Tuesday in case of holiday/in-service day) in order to provide a period for SEL curriculum.

- a. On weeks that the SEL schedule (see below) is run, teachers may leave 8 minutes early on Friday. Normal adjustments for lunches by level will proceed as they are currently structured.

<u>Tuesday-Friday</u>		<u>Mondays</u>
<b>PERIOD 1</b>	<b>8:35 - 9:22</b>	<b>8:35-9:18</b>
<b>PERIOD 2</b>	<b>9:25 - 10:09</b>	<b>9:21-10:01</b>
		<b>SEL Time 10:04-10:33</b>
<b>PERIOD 3</b>	<b>10:12 - 10:56</b>	<b>10:36-11:16</b>
<b>LUNCH</b>	<b>10:59 - 11:29</b>	<b>11:19-11:49</b>
<b>PERIOD 4</b>	<b>11:32 - 12:16</b>	<b>11:52-12:32</b>
<b>PERIOD 5</b>	<b>12:19 - 1:03</b>	<b>12:35-1:15</b>
<b>PERIOD 6</b>	<b>1:06 - 1:50</b>	<b>1:18-1:58</b>
<b>PERIOD 7</b>	<b>1:53 - 2:37</b>	<b>2:01-2:41</b>
i. <b>PERIOD 8</b>	<b>2:40 - 3:24</b>	<b>2:44-3:24</b>

- b. If there is no school on Friday in a week that the SEL schedule is run, teachers may leave 8 minutes early on the last day of the school week.
- c. This shall be on a trial basis for the 2025-2026 school year only and, using data from the 25-26 school year, will be re-evaluated for the 2026-2027 school year. The parties may extend this arrangement upon mutual, written agreement.
- d. The SEL schedule time shall only be used for SEL curriculum and related activities.
- e. The only exception is the first two days of school. The SEL schedule will be run to implement safety procedures as well as an introduction to the students' SEL teachers. Due to this, teachers will regain the lost minutes on two Fridays in May.


Section 3. This Agreement sets forth all of the promises, agreements, terms, conditions, and understandings between the Parties relative to the subject matter hereof, and no other promises, agreements, or undertakings, either oral or written, expressed or implied, exist between the Parties.

Section 4. This Agreement is final and binding. It may be modified, amended or supplemented only in writing and executed by all Parties.

Section 5. All other provisions of the current GEA collective bargaining agreement remain unchanged.

IN WITNESS WHEREOF, the BOARD OF EDUCATION OF GENEVA SCHOOL DISTRICT NO. 304, KANE COUNTY, ILLINOIS and the GENEVA EDUCATION ASSOCIATION, IEA/NEA, by their duly authorized representatives and agents, have signed and executed this Agreement on the dates indicated below.

GENEVA EDUCATION ASSOCIATION,  
IEA/NEA

  
\_\_\_\_\_  
President

Date: 6-13-25

GENEVA SCHOOL DISTRICT  
NO. 101, KANE COUNTY, ILLINOIS

\_\_\_\_\_  
Superintendent

Date: \_\_\_\_\_

