

BOARD MEMO – ACTION ITEM



PUTNAM COUNTY COMMUNITY UNIT SCHOOL DISTRICT #535

*Providing Foundations Together,
Cultivating Individual Growth*

To: Board of Education

From: Cody Martzluf, Superintendent

Date: Tuesday, September 22, 2026

RE: MOU

Recommendation: Approval of Memorandum of Understanding with the Putnam County Education Association Union, IEA-NEA Local 1613, regarding the extra duty announcer pay.

Background:

- The extra duty announcer position for volleyball, basketball, wrestling, baseball, and softball is currently hard to fill.
- After consulting with the union, we agree that we should raise the pay to \$42.00, which is in line with the other extra duty positions associated with running these activities.
- To accomplish this, I drafted a Memorandum of Understanding (MOU) that includes raising the pay to \$42.00 with raises like other extra duty positions for the 27-28 and 28-29 school years.
- The union has approved the MOU and now we just need the board to approve it.
- The MOU is good through June 30, 2029, which coincides with the CBA renewal.

Memorandum of Understanding

Between

The Board of Education of Putnam County Community Unit School District 535
and

The Putnam County Education Association Union, IEA-NEA Local 1613

The Board of Education of Putnam County Community Unit School District 535 (“Board”) and the Putnam County Education Association Union, IEA-NEA Local 1613 (“Union”) enter into this Memorandum of Understanding (“MOU”).

The parties agree to the following facts:

- The parties recently negotiated the 2026-2029 Collective Bargaining Agreement (“CBA”).
- The extra duty announcer position for volleyball, basketball, wrestling, baseball, and softball is currently \$32.00.
- The District and the PCEA agree that the announcer position for the above activities is hard to fill.
- Nothing in this MOU alters the terms and conditions agreed to by the parties, except as explicitly stated within this document.
- This Memorandum of Understanding is non-precedential and shall not be used in consideration of future agreements.

Therefore, the parties agree to the following conditions:

- Increase the announcer pay for the above activities to \$42.00.
- For the 2027-2028 school year, this pay will increase \$1.00 to \$43.00
- For the 2028-2029 school year, this pay will increase \$1.00 to \$44.00.
- This pay is retroactive to the start of the 2026-2027 school year.

This Memorandum of Understanding shall be effective immediately upon execution by the authorized representatives as set forth below. This Memorandum of Understanding shall expire on June 30, 2029 unless both parties agree to extend this Memorandum of Understanding, in writing, prior to that date. If either party declines to renew this MOU, then the parties will agree to bargain the impact of that decision.

In Witness Whereof, the parties hereto have executed this Memorandum of Understanding by signature of all parties below.

Dated: _____, 2026

Dated: _____, 2026

Putnam County Community Unit School District #535
Board of Education

Putnam County Education Association Union
IEA-NEA Local 1613

President, Board of Education

Co-President, Putnam County Education
Association Union

Co-President, Putnam County Education
Association Union