Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Web - www.lhs210.net
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

DATE: January 12, 2024
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Memorandum of Understanding: Advisory Internal Substitute Pay

Section 3.3.2 of the *2023-2027 Agreement between the Lemont High School District 210 Board of Education* and *the Association of Lemont Teachers* provides for an advisory period of no more than thirty minutes on Wednesdays selected by the Administration. Appendix B provides for an internal substitution rate of pay of $47.00 per hour.

When an external or permanent substitute teacher cannot be provided for a teacher who is absent during the advisory period, the Administration may combine the absent teacher's advisory group with a present teacher's advisory group. When this occurs, the present teacher who receives the absent teacher's advisory students shall receive internal substitute compensation, prorated according to the length of the advisory period.

For the District 210 Administration

Dr. Mary Ticknor, Superintendent

For the Association of Lemont Teachers

Marek Dron, President

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DATE: January 12, 2024
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Memorandum of Understanding: Contractual Early Release on the Wednesday Prior to Thanksgiving

Section 3.2.1 of the *2023-2027 Agreement between the Lemont High School District 210 Board of Education and the Association of Lemont Teachers* provides for an early release for teachers on the Wednesday prior to Thanksgiving. When there is no school during the week of Thanksgiving, the calendar for that school year will instead reflect an early release for teachers on the Friday before the Labor Day holiday.

For the District 210 Administration

Dr. Mary Ticknor, Superintendent

For the Association of Lemont Teachers

Marek Dron, President

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LETTER OF AGREEMENT

DATE: August 26, 2024
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Mary Ticknor
RE: Adjustment to Appendix B Positions

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides for the Extra-Curricular Joint Committee to audit student activities and athletics, make recommendations for addition and/or removal of Appendix B positions, and recommend compensation adjustments for existing and new Appendix B positions.

Both ALT and the Board of Education agree to the following changes to Appendix B positions for the 2024-25 school year as recommended by the Extra-Curricular Joint Committee.

- Science Club shall be moved from Level J to Level K on the Activities and Athletics Stipend Schedule.
- Interact Club shall be moved from Level F to Level I on the Activities and Athletics Stipend Schedule.
- Leo Club shall be moved from Level L to Level H on the Activities and Athletics Stipend Schedule.
- National Honor Society shall have two sponsor positions, both at Level G on the Activities and Athletics Stipend Schedule, replacing one sponsor position at Level F.
- Technology Student Association shall be removed from Appendix B positions.
- Art National Honor Society shall be added to Appendix B positions at Level L on the Activities and Athletics Stipend Schedule.

This LOA is effective upon its being approved and signed by the parties. It constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.

This LOA has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board. This LOA may be executed in counterparts and will be as binding as if signed in one entire document.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Dan Priestley, Secretary

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LETTER OF AGREEMENT

DATE: September 10, 2024
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Mary Ticknor
RE: Determination of Head Coach and Assistant Coach Per Diem for Summer 2024

Appendix B, Summer Coaching of the 2023-2027 ALT collective bargaining agreement provides for compensation of coaches for summer contact time with athletes through a summer coaching stipend fund and contains a formula for calculation of per diem for head coaches and assistant coaches based upon a percentage distribution of the fund.

This section of the collective bargaining agreement reflects an intent for the head coach per diem to be greater than the assistant coach per diem and clarifies that ALT and the Administration will determine alternative percentage distribution of the summer coaching stipend fund if the defined percentage distribution results in the head coach per diem being less than the assistant coach per diem.

The collective bargaining agreement does not quantify the intended difference between head coach per diem and assistant coach per diem. For distribution of the 2024 summer coaching fund, both ALT and the Board agree that the head coach per diem shall be $15 more than the assistant coach per diem and the percentage distribution of the fund shall be 54.5% for head coaches and 45.5% for assistant coaches.

This Letter of Agreement is effective upon its being approved and signed by both parties. It constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.

This LOA has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board. This LOA may be executed in counterparts and will be as binding as if signed in one entire document.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Dan Priestley, Secretary

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LETTER OF UNDERSTANDING

DATE: June 17, 2025
TO: Members of the Association of Lemont Teachers (ALT)
FROM: Dr. Mary Ticknor
RE: Adjustment to Appendix B Positions

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides for the Extra-Curricular Joint Committee to audit student activities and athletics, make recommendations for addition and/or removal of Appendix B positions, and recommend compensation adjustments for existing and new Appendix B positions.

Both ALT and the Board of Education agree to the following changes to Appendix B positions for the 2025-25 school year as recommended by the Extra-Curricular Joint Committee.

- Golden Cheer and Dance shall be added to Appendix B positions at Level K on the Activities and Athletics Stipend Schedule.
- Science Club shall be moved from Level K to Level J on the Activities and Athletics Stipend Schedule.
- Journalism shall move from Level I to Level L on the Activities and Athletics Stipend Schedule.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary

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MEMORANDUM OF UNDERSTANDING

DATE: September 15, 2025
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Division Chair Evaluation Compensation

The *2023-2027 Agreement between the Lemont High School District 210 Board of Education and the Association of Lemont Teachers* provides Division Chairs compensation of $240 for each tenured teacher evaluated each year and $420 for each non-tenured teacher evaluated each year.

Both ALT and the Board of Education agree that if two Division Chairs are evaluating the same teacher equally, tenured or non-tenured, the compensation for the teacher's evaluation will be split between the two Division Chairs equally each year. If the teacher's evaluations are not distributed equally amongst the two Division Chairs, the Division Chair with the majority of evaluations will receive the full compensation for each tenured and non-tenured teacher evaluated each year.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary

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Memorandum of Understanding

Date: October 20, 2025
To: Members of the Association of Lemont Teachers (ALT)
From: Dr. Matt Maxwell
Subject: Short-Term Substitute Training Agreement MOU

This letter serves to confirm that the **Short-Term Substitute Training Agreement** approved at the October 20, 2025 Board of Education meeting will apply specifically to the **one individual who has completed the short-term substitute training through the South Cook Intermediate Service Center**.

Should another potential short-term substitute be identified in the future, the administration will promptly notify and get approval from ALT prior to moving forward with any additional hiring.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary

SOUTH COOK INTERMEDIATE SERVICE CENTER

ROE/ISC IARSS

Short-Term Substitute Training Agreement

This agreement is entered into, by and between the Board of Education of Lemont High School Distri 210 the teachers of Lemont High School and the Regional Office of Education/Intermediate Service Center of South Cook (hereafter referred to as the Provider).

The Provider agrees to deliver a training that provides information on curriculum, classroom management techniques, school safety, and district and building operations as stated in 105 ILCS 5/10-20.67.

The Parties of this agreement recognize that this training is an introduction and that substitute teachers will be more successful with district support specifically in the area of district and building operations.

One of the purposes of the agreement is to provide for the effective and efficient delivery of training services.

Terms: The Provider agrees to deliver the training for a fee agreed to among the Parties or at the expense of the Short-Term Substitute candidate. The Parties shall agree to the number of, dates of, and class capacity of trainings over the course of the Agreement.

All scheduling and concerns will be communicated to and resolved through the district and the Provider.

The Agreement may be terminated by any party for cause with written notification.

IN WITNESS WHEREOF, the parties hereto have executed this agreement the 20 day of October, 2025.

BOARD OF EDUCATION OF Lemont High School District 210 (District) in Cook + Dubage COUNTY, ILLINOIS

By: _____
President

ATTEST
By: _____
Secretary

ON BEHALF OF THE TEACHERS:
By: _____
Exclusive Bargaining Representative or Other

By: _____
REGIONAL OFFICE OF EDUCATION

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MEMORANDUM OF UNDERSTANDING

DATE: January 20, 2026
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Instructional Improvement/Evaluation Plan

Section 4.3 of the 2023-2027 ALT collective bargaining agreement provides the Performance Evaluation Reform Act (PERA) Joint Committee to recommend to the Board of Education and ALT Executive Board changes to the procedural aspects.

Both ALT and the Board of Education agree that a teacher who receives his/her final non-tenured summative rating of at least proficient in a year in which tenured teachers do not receive summative ratings will temporarily remain on a one-year or two-year evaluation cycle and will receive a summative rating by January 31 of the summative rating year based upon a minimum of **one formal** and **three informal** observations for a one-year evaluation cycle and **two formal** and **four informal** observations for a two-year evaluation cycle.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary

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MEMORANDUM OF UNDERSTANDING

DATE: January 20, 2026
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Girls Flag Football

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides the Extra-Curricular Joint Committee to recommend to the Board of Education the addition of an Appendix B position and compensation for new Appendix B positions.

Both ALT and the Board of Education agree to add two Girls Flag Football stipends to Appendix B, beginning with the 2026-2027 school year. The head coach will be placed on Level D and the assistant coach will be placed on level G.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary

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MEMORANDUM OF UNDERSTANDING

DATE: June 15, 2026
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Adjustment to Appendix B Positions

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides the Extra-Curricular Joint Committee to auditing student activities and athletics, make recommendations for addition and/or removal of Appendix B positions, and recommend compensation adjustments for existing and new Appendix B positions.

Both ALT and the Board of Education agree to the following changes to Appendix B positions for the 2026-2027 school year as recommended by the Extra-Curricular Joint Committee.

- Drama Club shall be moved from Level I to Level K on the Activities and Athletics Stipend Schedule.
- Baking Club and Short Film Club shall move from Recognized Student Organization (RSO) year 2 to Level L on the Activities and Athletics Stipend Schedule.
- Add an Assistant Wrestling to Level D on the Activities and Athletics Stipend Schedule due to IHSA offsetting seasons and locations for Girls Wrestling.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Sarah Mimnaugh
Sarah Mimnaugh (Jun 18, 2026 09:47:49 CDT)

Sarah Mimnaugh, Secretary