

**MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND
DISTRICT #117 SUPPORT PERSONNEL –CUSTODIAL/MAINTENANCE, IEA/NEA**

SUBJECT: Attendance Bonus

WHEREAS, the District #117 Support Personnel – Custodial/Maintenance, IEA-NEA, hereinafter referred to as “Association” and the Board of Education of Jacksonville School District #117, hereinafter referred to as “the Board,” are parties to a collective bargaining agreement, hereinafter “CBA,” effective July 1, 2024 through June 30, 2026;

WHEREAS, the Parties hereto agree to memorialize the terms and conditions of their Agreement in this Memorandum of Understanding (MOU);

NOW THEREFORE, the District #117 Support Personnel – Custodial/Maintenance, IEA-NEA and the Board of Education of Jacksonville School District #117 do hereby agree to this Memorandum of Understanding on the following terms and conditions:

1. The above recitals are incorporated into this MOU as if they had been restated verbatim.
2. The terms and conditions of this MOU shall be effective upon execution and approval of this MOU by both Parties and shall terminate on June 1, 2025, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree that during the 2024-2025 school year, the District will pay a bonus of one-hundred dollars (\$100) per month to custodian and maintenance staff who have not used any benefit time during the month. Perfect attendance is defined as not using any personal days, sick days, vacation days, FMLA leave, bereavement leave, or unpaid leave. The attendance bonus will be for the months of February 2025 through June 2025. The bonus will be paid the month following the perfect attendance month.
4. This MOU shall become null and void at the conclusion of the 2024-2025 school year.
5. This MOU contains the complete understanding of JSSA and the Board.
6. This MOU may be modified only by written agreement of the parties.

Executed this ____th day of February 2025.

District #117 Support Personnel-Custodial-
Maintenance, IEA/NEA

By: _____
Kevin Scott, President

By: _____

Jacksonville School District 117,
Board of Education

By: _____
Noel Beard, President

By: _____
Teresa Wilson, Secretary