

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Rock Island Education Association (RIEA) and

Rock Island-Milan School District #41 Board of Education

Subject: Addition of Assistant Girls Cross Country Coach to the Bargaining Agreement for Edison Junior High (1) and Washington Junior High (1)

This Memorandum of Understanding (MOU) is made and entered into by and between **Rock Island-Milan School District #41 Board of Education** (hereinafter referred to as the "Board") and **Rock Island Education Association (RIEA)** (hereinafter referred to as the "RIEA") to address the inclusion of the position of **Assistant Cross Country Coach - Junior High Schools** into the existing collective bargaining agreement between the parties.

Purpose:

The purpose of this MOU is to outline the terms and conditions under which the position of **Assistant Cross Country Coach - Junior High Schools** for Edison Junior High (1) and Washington Junior High (1) will be included in the bargaining unit, and to ensure that the position is governed by the provisions of the collective bargaining agreement effective between the parties, including applicable salary, benefits, job duties, rights, and responsibilities.

Terms of Agreement:

1. Position Description:

- The Assistant Cross Country Coach - Junior High Schools will have the same responsibilities and duties as the existing Assistant Cross Country coaches.
- Duties will include but are not limited to team training, travel arrangements, recruitment, scheduling, budgeting, and administrative tasks related to the Cross Country program.

2. Classification and Compensation:

- The Assistant Cross Country Coach - Junior High Schools will be classified under the existing job classifications for assistant coaches.
- Compensation will be aligned with the pay scale for the Assistant Cross Country Coach as outlined in the collective bargaining agreement (Step 1 \$3,113; Step 2 \$3,656; and Step 3 \$4,194).

3. Recruitment and Selection Process:

- The selection process for the Assistant Cross Country Coach - Junior High Schools will adhere to the policies and procedures set forth by Rock Island-Milan

School District #41. RIEA will be notified of the recruitment process and provided the opportunity to participate in the selection process if requested.

4. Equal Treatment and Equity:

- Both the Board and RIEA agree to ensure that there is equal treatment, access to resources, and professional opportunities for the Assistant Cross Country Coach - Junior High Schools.
- Both the Board and RIEA are committed to fostering an inclusive and equitable work environment for all coaching staff, regardless of gender.

5. Duration of the MOU:

- This MOU will remain in effect for the duration of the current collective bargaining agreement unless modified or amended by mutual agreement of the parties in writing.

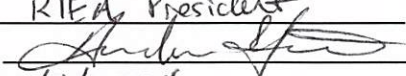
6. Dispute Resolution:

- Any disputes or disagreements regarding the interpretation or application of this MOU will be resolved through the grievance procedure outlined in the collective bargaining agreement.

Acknowledgment:

By signing below, the parties acknowledge their agreement to the terms and conditions set forth in this MOU and agree to incorporate the position of **Assistant Cross Country Coach - Junior High Schools** to the existing collective bargaining agreement as outlined above.

RIEA President:

Name: ANDREW HAINES
Title: RIEA President
Signature: 
Date: 12/4/2024

Board of Education President:

Name: Terrell Williams
Title: Board of Education President
Signature: _____
Date: _____