

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND  
JACKSONVILLE EDUCATION ASSOCIATION, IEA/NEA (JEA)**

**SUBJECT: Attendance Bonus**

**WHEREAS**, the Jacksonville Education Association, IEA-NEA, hereinafter referred to as “JEA” 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 August 16, 2023 through August 15, 2026;

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

**NOW THEREFORE**, the Jacksonville Education Association, IEA/NEA (certified staff and nurses) 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, 2026, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree that during the 2025-2026 school year, the District will pay a bonus of one-hundred dollars (\$100) per month to certified staff and nurses who have not used any benefit time during the month. Perfect attendance is defined as not using any personal days, sick days, FMLA leave, bereavement leave, or unpaid leave. The attendance bonus will be for the months of August 2025 through May 2026. The bonuses will be paid at the end of each semester (January and June).
4. This MOU shall become null and void at the conclusion of the 2025-2026 school year.
5. This MOU contains the complete understanding of JEA and the Board.
6. This MOU may be modified only by written agreement of the parties.

Executed this \_\_\_\_<sup>th</sup> day of August 2025.

Jacksonville Educational Association (JEA),  
IEA/NEA

By: \_\_\_\_\_  
Amy Pieper, Co-President

By: \_\_\_\_\_  
Darla Hamilton, Co-President

Jacksonville School District 117,  
Board of Education

By: \_\_\_\_\_  
Noel Beard, President

By: \_\_\_\_\_  
Teresa Wilson, Secretary