

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board of Education of Geneva Community Unit School District 304 (the “Board”) and the Geneva Education Association (the “Association”) are currently parties to a collective bargaining agreement, which encompasses the 2015-2016, 2016-2017, and 2017-2018 school years; and

WHEREAS, the Board and the Association desire to amend that agreement’s language only with respect to the amount of sick leave allocated to teachers each school year.

NOW THEREFORE, be it resolved and agreed to by the parties as follows:

Section 1. The recitals set forth above are incorporated into this Memorandum of Understanding.

Section 2. Article VII, Section S (“Sick Leave”) shall be amended to reflect that teachers will receive sick days each year as follows:

Years of Service	Sick Leave Allotment
1-10	10 days
11-15	12 days
16-20	14 days
20+	16 days

Teachers may still accumulate an unlimited amount of unused sick days, but may no longer earn additional sick days by accumulating unused sick days.

Section 3. No other article or section of the agreement shall be amended or affected by this Memorandum of Understanding.

Section 4. This Memorandum of Understanding represents the full and complete understanding of the parties with respect to the subject matter hereof, and any prior understandings, whether oral or written, which pertain to any of the subject matter expressed herein are hereby merged into this Memorandum of Understanding and superseded by the terms and conditions expressed herein.

**For the
Geneva Education Association**

**For the Board of Education of Community
Unit School District 304**

PRESIDENT

PRESIDENT

SECRETARY

SECRETARY