



**MEMORANDUM OF UNDERSTANDING (MOU)**  
**Between**  
**Rock Island Education Association (RIEA) and**  
**Rock Island-Milan School District #41 Board of Education**

**Subject: Psychologist Hiring Process**

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 and clarify the District's psychologist hiring process.

**Purpose:**

The purpose of this MOU is to formally outline the posting and hiring procedures that the District will follow to fill a vacant Psychologist position(s).

**Agreement:**

The Parties agree to the following:

**1. Term**

This MOU will take effect on July 22, 2025, and will expire and be of no further force or effect as of July 31, 2027.

**2. Posting Requirement**

The District will post a vacant psychologist position immediately, including, but not limited to, after Board of Education approval of a resignation, retirement, or dismissal of an existing psychologist. It will remain posted until the position is successfully filled. A current job description will accompany any such posting.

**3. Offer of Overload**

The District must offer available "overload" opportunities to currently employed licensed psychologists immediately upon the position becoming vacant until it is filled. This process will follow and be subject to the existing "overload" provisions set forth in the parties' 2024-2027 collective bargaining agreement.

**4. Notification to RIEA**

If the position remains unfilled after thirty (30) calendar days from the initial date of posting, the District will notify RIEA in writing of the reason and its intent to obtain external support through a third-party services contract. After this notification is sent to the RIEA, the District may enter into a contract with a third-party provider for psychologist services.

**5. Transition Clause**

In any third-party contract for psychologist services, the District will seek to include a clause stating that such contract may be terminated upon thirty (30) calendar days' written notice of a qualified psychologist being hired by the District as an employee.

**6. Good Faith Efforts**

The District affirms that these steps are being taken in good faith to ensure that psychologist positions are filled through direct employment wherever possible and that outside third-party contracting is used only as a last resort.

**7. Mutual Understanding**

The parties specifically acknowledge and agree that the terms and provisions of this MOU will not be deemed a violation or misapplication of the parties' collective bargaining agreement, nor will they be considered a violation of the *Illinois Educational Labor Relations Act* or *Illinois School Code*.


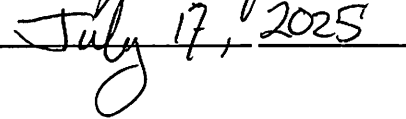
**Acknowledgment:**

By signing below, the parties acknowledge their agreement to the terms and conditions set forth in this MOU.

**RIEA President:**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Board of Education President**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_