

## MEMORANDUM OF UNDERSTANDING

Whereas, the Board of Education of Geneva CUSD 304 (“Board”) and the Geneva Education Association (“GEA”) are parties to a Collective Bargaining Agreement (“CBA”) in effect through August 15, 2018.

Whereas, Article VII, Section J, Number 4 of the CBA states that compensation for out of class responsibility will begin with the first paycheck in September of each school year and be spread over twenty-six (26) pay periods.

Whereas, the parties wish to modify that payment schedule for bargaining unit members who are serving as mentors to new staff members for the 2016-17 school year.

Whereas the parties wish to enter into this Memorandum of Understanding (“MOU”) as follows:

Section 1. Bargaining unit members who mentor new teachers for the 2016-17 school year will be paid the mentor stipend of \$250 in one lump sum on December 16, 2016.

Section 2. The Parties agree that this MOU is non-precedential and does not establish a practice or course of dealing between the Board and the GEA.

Section 3. The Board and GEA agree that the terms and conditions of this MOU do not constitute a violation, misinterpretation or misapplication of the CBA nor do they constitute individual bargaining between the Board, its members, officers, employees or agents, and a member of the GEA.

Section 4. This MOU contains all the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter, whether oral or written.

Agreed to this 16 day of September, 2016.

GENEVA EDUCATION  
ASSOCIATION, IEA/NEA

BOARD OF EDUCATION OF GENEVA  
COMMUNITY UNIT SCHOOL DISTRICT 304,  
KANE COUNTY, ILLINOIS



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President

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President



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Secretary

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Secretary