



## MEMORANDUM OF UNDERSTANDING (MOU)

Between

**Rock Island Education Association (RIEA) and**

**Rock Island-Milan School District #41 Board of Education**

**Subject:** Addition of Head Boys Bowling Coach and change of Title of Head Bowling Coach to Heads Girls Bowling Coach to the Bargaining Agreement

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 **Head Boys Bowling Coach and the changing of the title of Head Bowling Coach to Head Girls Bowling Coach** 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 **Head Boys Bowling Coach** 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 Head Boys Bowling Coach and the Head Girls Bowling Coach will have the same responsibilities and duties as the existing **Head Bowling Coach**, with the added emphasis on overseeing and coaching the male or female bowling teams, respectively.
- Duties will include but are not limited to team training, travel arrangements, recruitment, scheduling, budgeting, and administrative tasks related to the bowling program.

#### **2. Classification and Compensation:**

- The Head Bowling Coach classification will be replaced with Head Girls Bowling Coach. The Head Boys Bowling Coach will be classified under the existing job classifications for head coaches.
- Compensation will be aligned with the pay scale for head coaching positions as outlined in the collective bargaining agreement. There will be no difference in

compensation between the Head Boys Bowling Coach and the Head Girls Bowling Coach (Step 1 \$5,931; Step 2 \$6,620; and Step 3 \$7,339).

**3. Recruitment and Selection Process:**

- The selection process for the Head Boys Bowling Coach and Head Girls Bowling Coach 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 both the Head Girls Bowling Coach and the Head Boys Bowling Coach.
- 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 Head Boys Bowling Coach and change the title of the Head Bowling Coach to Head Girls Bowling Coach into the existing collective bargaining agreement as outlined above.

**RIEA President:**

Name: ANDREW HAINS

Title: RIEA President

Signature: 

Date: 12/4/24

**Board of Education President:**

Name: Terrell Williams

Title: Board of Education President

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

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