

MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND
JACKSONVILLE #117 SUPPORT PERSONNEL ASSOCIATION, IEA/NEA (BUS DRIVERS)

SUBJECT: Attendance Bonus

WHEREAS, the Jacksonville #117 Support Personnel, IEA-NEA (Bus Drivers), hereinafter referred to as “Association” 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 July 1, 2024 through June 30, 2025;

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

NOW THEREFORE, the Jacksonville #117 Support Personnel, IEA/NEA (Bus Drivers) 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 May 31, 2026, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree that The District will pay a bonus of One Hundred Fifty Dollars (\$150) per month to bus drivers who have not used any benefit time during the month. Perfect attendance is defined as not using any personal days, sick days, FMLA leave, or unpaid leave.
4. The parties agree that The District will pay a bonus of Seventy-Five Dollars (\$75) per month to bus monitors 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 October 2025 through May 2026. The bonus will be paid the month following the perfect attendance month.

5. This MOU shall become null and void at the conclusion of the 2025-2026 school year.
6. This MOU contains the complete understanding of Jacksonville #117 Support Personnel – Bus Drivers and the Board.
7. This MOU may be modified only by written agreement of the parties.

Executed this ____ day of November 2025.

Jacksonville #117 Support Personnel-Bus Drivers,
IEA/NEA

By: _____
James Phibbs, President

By: _____
William Long

Jacksonville School District 117,
Board of Education

By: _____
Noel Beard, President

By: _____
Teresa Wilson, Secretary