

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 223
 AND
 THE STILLMAN VALLEY EDUCATION ASSOCIATION, IEA/NEA**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Community Unit School District No. 223 (the “District” or “Board”) and the Stillman Valley Education Association, an affiliate of the Illinois Education Association and National Education Association (the “Association”) (collectively, the “Parties”).

WHEREAS, the Board and the Association are Parties to the 2022-2027 Collective Bargaining Agreement (“CBA”); and

WHEREAS, the CBA contains several pay schedules identifying non-certified and certified activity positions and athletic differentials identified and attached to the CBA under Appendix B; and

WHEREAS, the activity position of Musical Instrumental is no longer being used as the Spring Musical uses pre-recorded soundtracks allowing performers to rehearse with the same audio from the actual performances; and

WHEREAS, the Parties wish to memorialize the understandings reached between them.

NOW THEREFORE, notwithstanding any provisions of the CBA between the Parties, the Parties agree to the following:

1. **Recitals.** The above recitals are incorporated herein.
2. **Tech Coordinator.** The Musical Instrumental activity position and its corresponding stipend amount(s) is deleted from Appendix B and replaced with a new activity position to be known as Tech Coordinator. The Tech Coordinator activity position will supervise the students who manage lighting and sound in the auxiliary gym for the Spring Musical. Because the time commitment for the Tech Coordinator activity position will be less than the Musical Instrumental activity position, the stipend will be revised for the 2026-2027 school year as follows:

FY-27 Activities- Non-Certified

Years 1-2 Amount Years 3-4 Amount Years 5-6 Amount Years 7-10 Amount Years 11+ Amount

3.00	\$1,420.7	3.50	\$1,657.5	4.00	\$1,894.3	4.50	\$2,131.1	5.00	\$2,367.90
%	4	%	3	%	2	%	1	%	

FY-27 Activities- Certified

Years 1-2 Amount Years 3-4 Amount Years 5-6Amount Years 7-10 Amount Years 11+ Amount

3.00	\$1,562.8	3.50	\$1,823.2	4.00	\$2,083.7	4.50	\$2,344.2	5.00	\$2,604.69
%	2	%	9	%	6	%	2	%	

- 3. **Complete Understanding and Non-Precedential.** This MOU constitutes a complete understanding by the Parties as to the matters referenced herein and can only be modified by both Parties in writing. This MOU is non-precedential and shall not be deemed to establish a past practice.
- 4. **Effective Date.** Upon signature of the Parties, this MOU shall be effective immediately.
- 5. **Choice of Law.** This MOU shall be governed by the laws of the State of Illinois.
- 6. **Amendment.** This MOU may be amended only by written agreement of the Parties.
- 7. **Termination.** This MOU terminates with the expiration date of the CBA.

IN WITNESS WHEREOF, the Parties have executed this MOU on the dates written below.

**BOARD OF EDUCATION COMMUNITY UNIT
SCHOOL DISTRICT NO. 223**

By: _____

Its: Board President

Date: _____

STILLMAN VALLEY EDUCATION ASSOCIATION, IEA/NEA

By: Jason Elmika

Its: President

Date: 4-30-26