

**Memorandum of Understanding (MOU) Related to the Negotiated Contract
between the Board of Education of School District 90 and the River Forest
Education Association, 2017-2020**

This Memorandum of Understanding (MOU) is entered into by and between the following entities: the Board of Education of School District 90 and the River Forest Education Association

I. Modified Contract Language:

Both entities agree to the insertion of the phrase “gender identity” into the text of Section 4.3, “Non-Discrimination,” of the Negotiated Contract in the manner that follows (insertions indicated by italicized text):

4.3 Non-Discrimination

Because the parties are sensitive to the individual rights of teachers, they agree that all rights and benefits afforded under the terms of the Agreement shall apply equally to all teachers without regards to race, sex, color, religion, handicap, national origin, marital status, *gender identity*, or age. Neither the Board nor the Association shall discriminate against any teacher in a manner which would violate any applicable law because of race, sex, religion, handicap, color, *gender identity*, national origin, Association membership or non-membership of age.

II. Signatures of Agreement:

1) *School District 90 Board of Education President*

Signature/Date

Print Name

2) *River Forest Education Association Co-President (1)*

Signature/Date

Print Name

3) *River Forest Education Association Co-President (2)*

Signature/Date

Print Name