



## MEMORANDUM OF UNDERSTANDING (MOU)

Between

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

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

**Subject:** Addition of Head Girls Wrestling Coach and change of Title of Head Wrestling Coach to Head Boys Wrestling 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 Girls Wrestling Coach and the changing of the title of Head Wrestling Coach to Head Boys Wrestling 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 Girls Wrestling 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 Girls Wrestling Coach will have the same responsibilities and duties as the existing Assistant Varsity coach with the added emphasis on overseeing and coaching the female wrestling team.
- Duties will include but are not limited to team training, travel arrangements, recruitment, scheduling, budgeting, and administrative tasks related to the wrestling program.

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

- The Head Girls Wrestling Coach will be classified under the existing job classifications for assistant coaches.
- Compensation will be aligned with the pay scale for the Assistant Varsity Coach as outlined in the collective bargaining agreement (Step 1 \$11,173; Step 2 \$11,852; and Step 3 \$12,531).

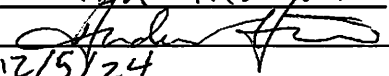
#### **3. Recruitment and Selection Process:**

- The selection process for the Head Girls Wrestling 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 the Head Girls Wrestling 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 Girls Wrestling Coach and the changing of the title of Head Wrestling Coach to Head Boys Wrestling Coach** to the existing collective bargaining agreement as outlined above.

**RIEA President:**

Name: ANDREW HAINES  
 Title: RIEA President  
 Signature:   
 Date: 12/5/24

**Board of Education President:**

Name: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Date: \_\_\_\_\_