

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND  
JACKSONVILLE EDUCATION ASSOCIATION, IEA/NEA (JEA)**

**SUBJECT: Amendment to Section 4.5D of the CBA  
Extra Duty for Speech Language Pathologist with over caseload  
in Department with a Vacancy Stipend**

**WHEREAS**, the Jacksonville Education Association, IEA-NEA, hereinafter referred to as “JEA” 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 August 16, 2023 through August 15, 2026;

**WHEREAS**, JEA and the Board have agreed to certain modifications concerning the stipend percentage to be paid on the extra duty for staff in departments with an unfilled vacancy in Section 4.5 D of the CBA;

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

**NOW THEREFORE**, the Jacksonville Education Association, IEA/NEA 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, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The Parties agree to amend the CBA, Section 4.5D effective August 12, 2025 as follows:

**4.2 D Extra Duty for Speech Language Pathologists with Department Vacancies**

When the district finds it necessary to add students to a speech language pathologist’s caseload due to a vacancy in that department, after discussion by the building administrator, union representative, and department chair/representative SLP, the assigned SLP shall be paid as follows:

-2-5 students over caseload: \$625/semester

-6-10 students over caseload: \$1,250/semester

These shall be pro-rated depending on duration of assignment while the sub is employed.

4. This MOU contains the complete understanding of JEA and the Board.
5. This MOU may be modified only by written agreement of the parties.
6. Each representative of the Parties executing this MOU on behalf of their principal represents and warrants that he/she has the authority to bind their respective Party to the terms and conditions of this MOU.

Executed this 17th day of December 2025.

Jacksonville Educational Association (JEA),  
IEA/NEA

By: \_\_\_\_\_  
Amy Pieper, Co-President

By: \_\_\_\_\_  
Darla Hamilton, Co-President

Jacksonville School District 117,  
Board of Education

By: \_\_\_\_\_  
Noel Beard, President

By: \_\_\_\_\_  
Teresa Wilson, Secretary