

## MEMORANDUM OF AGREEMENT

The Belleville Township High School District No. 201 (hereinafter "District") and the Belleville High School Federation of Teachers, Local No. 434, IFT/AFT, (hereinafter "Union), enter into the following agreement:

- 1) 2023-2024 School Year - Specific Stipend %'s are increased to match others in that Tier (see attached)
- 2) 2023-2024 School Year - Creation of Board / Union Stipend Review Team
  - The Review Team shall consist of no fewer than 8 members and must include equal representation of union and district leaders.
  - Stipend % can not be reduced unless negotiated upon.
  - Check for relevance in the current extra-curricular landscape.
  - Check for changes in job requirements.
  - Majority must be met for any action to take place.
  - Review needs-evaluation of the program, not the employee each year.
  - Subject to an expectation audit of the program, not the employee each year.
  - Potential addition of new programs / levels.
    - If a new program / level is deemed necessary:
      - The position will be placed in an existing tier / group based on relevance to other programs (i.e. no temporary status, exact dollar amount, etc.)
      - The IHSA and at least 4 SWC member schools must recognize that activity worthy of its own schedule / state series.
      - A newly sponsored club must have significant membership, level of participation, schedule, and be in existence for two years before petitioning the Review Team for possible addition to the contract.
      - A discretionary fund is created that allows the Principal at each campus to hire one stipended coaching and / or extracurricular position per season if the need absolutely arises during the school year. These positions would be paid at the appropriate % beginning on Step 1 of Appendix I.
- 3) 2023-2024 School Year - Athletic Director Position - stipend becomes 20% at each campus
- 4) 2023-2024 School Year - Asst. Athletic Director Position - stipend becomes 13% at each campus
- 5) 2023-2024 School Year - Head Band Director - stipend becomes 20% at each campus

- 6) 2023-2024 School Year - Asst. Band Director - position added at 12% at each campus
- 7) 2023-2024 School Year - Head E-Sports - position added at 10% for district
- 8) 2023-2024 School Year - Asst. E-Sports - position added at 7% for district.
- 9) 2023-2024 School Year - Bowling
  - Head boys and head girls coach at each campus (10%)
  - Asst. boys and asst. girls coach at each campus (7%)
- 10) 2023-2024 School Year - NHS sponsors - position added at 3% at each campus
- 11) 2023-2024 School Year - Student Council - homecoming chaperone added to job description, stipend becomes 10% at each campus
- 12) 2024-2025 School Year - Stipend %'s all increase by 1%
- 13) 2023-2024 School Year - Reinstate Asst. Music Director and change the name "Asst Choral Director" at 3%.

Athletic				
POSITION	# of Positions	Current %	23-24	24-25
Athletic Director	1+1	17%	20%	21%
Basketball	1+1	14%	14%	15%
Football	1+1	14%	14%	15%
Track	1+1	10%	14%	15%
Assistant Athletic Director	1+1	10%	13%	14%
Baseball	1+1	10%	10%	11%
Bowling	2+2	7%	10%	11%
Cheerleading – Competitive	1+1	10%	10%	11%
Cross Country	1+1	7%	10%	11%
Dance	1+1	7%	10%	11%
E-Sports	1		10%	11%
Golf	2+2	7%	10%	11%
Lacrosse	1	7%	10%	11%
Soccer	2+2	10%	10%	11%
Softball	2+2	10%	10%	11%
Tennis	2+2	7%	10%	11%
Volleyball	2+2	10%	10%	11%
Wrestling	1+1	10%	10%	11%

Asst. Basketball	5+5	9%	9%	10%
Asst. Football	7+7	9%	9%	10%
Asst. Track	2+2	7%	9%	10%
Cheerleading – Football	1+1	7%	9%	10%
Asst. Baseball	3+3	7%	7%	8%
Asst. Bowling	2+2	3%	7%	8%
Asst. Cheerleading – Competitive	1+1	4%	7%	8%
Asst. Cross Country	1+1	4%	7%	8%
Asst. Golf	2+2	4%	7%	8%
Asst. E-Sports	1		7%	8%
Asst. Lacrosse	1	4%	7%	8%
Asst. Soccer	3+3	7%	7%	8%
Asst. Softball	2+2	7%	7%	8%
Asst. Tennis	2+2	4%	7%	8%
Asst. Volleyball	3+3	7%	7%	8%
Asst. Wrestling	2+2	7%	7%	8%
Bass Fishing	2	2%	2%	3%

The Arts	# of	Current			
POSITION	Positio ns	%	23-24	24-25	Notes:
Head Band Director	1+1	13% (combo)	20%	21%	
***Spring Musical Clause			-6%	-6%	If HBD chooses, the spring musical can be done by other personnel.
Asst. Band Director			12%	13%	
Newspaper Director	1+1	11%	11%	12%	
Speech Team Director	1+1	10%	11%	12%	
Yearbook Director	1+1	11%	11%	12%	
Student Council / Homecoming Planner	1+1	7%	10%	11%	
Choir / Vocal Director	1+1	6%	7%	8%	
Debate Director	1+1	7%	7%	8%	West - currently stays at 10%; next

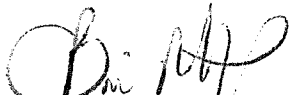
					person starts at 7% or 8% depending on the year
Musical Play Director	1+1	7%	7%	8%	
Musical Tech Director	1+1	7%	7%	8%	
Fall Play Director	1+1	5%	5%	6%	
Musical Choreographer	1+1	4%	5%	6%	
Theater Director	1+1	4%	5%	6%	
Children's Play Director	1+1	5%	5%	6%	
Children's Play Tech Director	1+1	5%	5%	6%	
Fall Play Tech Director	1+1	5%	5%	6%	
Model UN Advisor	1+1	3%	3%	4%	
Asst. Speech Director	1+1	3%	3%	4%	
Asst. Debate Director	1+1	3%	3%	4%	
BASIC	1+1	3%	3%	4%	
Chess Team	1+1	3%	3%	4%	
NHS	1+1		3%	4%	
ROTC (District)	1	3%	3%	4%	
Variety Show Director (East)	2	3%	3%	4%	East - Variety Show name converted to Contest play after retirement of current holder.
Scholar Bowl	1+1	\$1,000	2%	3%	
STAR Team Director	1+1	\$1,000	2%	3%	
Contest Play (West)	2	2%	3%	4%	
One Act Play	3+3	2%	3%	4%	
Harambee / Mashariki	1+1	\$1,000	3%	4%	
Safety Team	2+2	\$1,000	2%	3%	
Literary Magazine	1+1		2%	3%	West - Page One
Math Team	4+4	2%	2%	3%	
Asst. Choral / Vocal Director	1+1	2%	3%	4%	
Science Olympiad	1+1	\$500	1%	2%	
Prom Sponsor	1+1	\$500	1%	2%	
Asst. Scholar Bowl	1+1		1%	2%	

Regarding experience in the field

In the area of Career and technical Education, for initial placement on the salary schedule, teachers will be granted years of work experience in the field related to the specific area of certification. The work experience must meet the requirements set forth by the State of Illinois

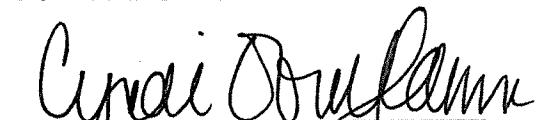
for certification purposes. Work experience will be awarded in accordance with section 8.6.2 and Appendix F of the collective bargaining agreement.

FOR THE BOARD:


  
\_\_\_\_\_  
Superintendent

3/20/23  
Date

FOR THE UNION:

  
\_\_\_\_\_  
Union President

3/23/23  
Date

  
\_\_\_\_\_  
Negotiating Team Co-Chair

3/28/23  
Date