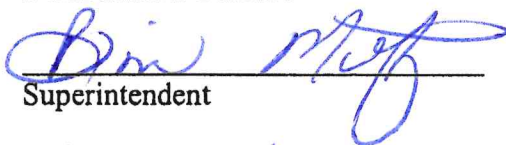


MEMORANDUM OF AGREEMENT

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. The District and Union agree that full time substitute teachers employed during the 2024-2025 school year will be paid at a rate of 80% of column 1 step 1 on a per diem basis.
2. Full time substitute teachers who are assigned to the same teacher's course load for 20 consecutive days will be paid 100% of column 1 step 1 on a per diem basis, beginning on the 21st consecutive day.
3. Full time substitute teachers will receive medical, dental, vision, and death insurance benefits only during the 9-month time frame of this agreement.
4. The District and Union agree that full time substitute teachers will be afforded the following additional benefits, if applicable, during the 2024-2025 school year as outlined in the agreement between Belleville Township High School District 201 and Belleville High School Federation of Teachers, Local 434 of the American Federation of Teachers:
 - a. TRS
 - b. THIS
 - c. Union membership option with dues to be paid over the 9-month time frame of this agreement.
5. This agreement shall not create a past practice or custom.

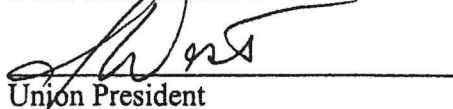
FOR THE BOARD:



Superintendent

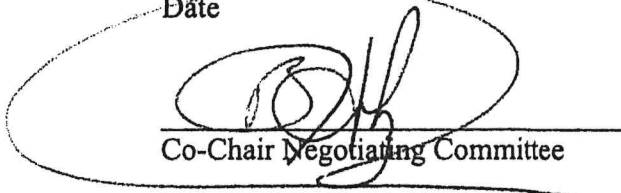
8-27-24
Date

FOR THE UNION:



Union President

8/23/24
Date



Co-Chair Negotiating Committee

8/23/24
Date