

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

**SUBJECT: Sign On Bonus for Certified Staff**

**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**, 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 and shall terminate on June 1, 2024, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree that during the 2023-2024 school year, the District will pay a sign-on bonus of one thousand dollars (\$1,000) to all new hires who are fully certified for the 2023-2024 school year. The bonus will be paid on the May 31, 2024 pay.
4. This MOU shall become null and void at the conclusion of the 2023-2024 school year.
5. This MOU contains the complete understanding of JEA and the Board.
6. This MOU may be modified only by written agreement of the parties.

Executed this 15<sup>th</sup> day of November 2023.

Jacksonville Educational Association (JEA),  
IEA/NEA

By: Amy Pieper  
Amy Pieper, Co-President

By: Darla Hamilton  
Darla Hamilton, Co-President

Jacksonville School District 117,  
Board of Education

By: Noel Beard  
Noel Beard, President

By: Teresa Wilson  
Teresa Wilson, Secretary