

MEMORANDUM OF UNDERSTANDING
Article III, Continuous Improvement

The Board of Education (the "Board") of Glen Ellyn School District No. 41 (the "School District") and the Glen Ellyn Education Association, IEA/NEA (the "Association") agree to replace the existing language in Article III, Continuous Improvement with the language contained in this MOU.

2. BLT Membership. The membership of the Elementary Teams will be as follows:

- A. One teacher designated by the Association from each of the following grade levels:
 - a. Early Childhood
 - b. Kindergarten
 - c. First Grade
 - d. Second Grade
 - e. Third Grade;
 - f. Fourth Grade
 - g. Fifth Grade;
 - h. Special Education (including Resource Teachers)
- B. Two special teacher (Art, music, PE, digital media, FLES, EL, AEC and Coaches) designated by the Association;
- C. Up to two (with the consensus of the team) additional GEEA staff nominated by the principal, from all staff;
- D. at least one representative from the support staff designated by AFSCME;
- E. the Principal;
- F. the Assistant Principal.

The Membership of the Hadley Team will be as follows:

- (a) one Department Leader from each department (Exploratory, Foreign Language, Literacy, Math, PE, Science, Special Education, Social Studies, Performing Arts*) who shall also manage their respective departments, including such responsibilities as administration of the department budget and planning and chairing department meetings;
 - (b) up to four additional GEEA staff designated by the Association from the following: Gifted, Counselors, ENL, LLC, Nurse, Social Worker, Psychologists, Speech and Language Pathologists, Specialists;
 - (c) at least one representative from the support staff designated by AFSCME;
 - (d) the principal;
 - (e) the assistant principals.
3. BLT Term. The term of the Administrative and Department Team Leader members shall be for so long as they hold their respective positions. The term of the other members of the Team shall be one or two years as determined by the Association or AFSCME, beginning with the first meeting of the school year (July 1 – June 30) and extending through the last meeting of the school year.
4. BLT Operation. The Team shall be led by Co-Chairs, consisting of the Principal or the Assistant Principal, in the Principal's absence, and an Association Team member designated by consensus of the Teams. The principal and the Association Co-Chair shall preside at all meetings and collaboratively prepare agendas for meetings. The principal or designee will give notice of the meetings, keep attendance records and prepare and distribute minutes to the Team and a summary or minutes to the staff which reflects the discussions, recommendations and actions approved by consensus of the Team.

It is important to the successful operation of the BLT that the persons designated above actually attend all BLT meetings, except in extraordinary circumstances in which the alternative person designated above may attend. The Association or AFSCME may remove and replace one or more of its designated members for non-performance, including absenteeism.

The Team shall meet for two hours on the third Thursday of each month from September through May, with up to four additional meetings as determined by, and at the call of, the Co-Chairs. By consensus of the Team, any monthly meeting may be held for one hour on the third and fourth Thursdays of the month in lieu of the two-hour meeting for that month.

The Team shall meet at least two hours or up to four hours each month from September through May, Monthly meetings will be set by consensus of the team.

Elementary Buildings - Four Hours

Junior High - Three hours (BLT - two hours & Team Leaders - one hour)

Team members other than Administrators shall be paid \$100.00 for each two-hour meeting attended, or \$50.00 for each one-hour meeting attended. With the approval of the Co-Chairs, the Association or AFSCME may designate an alternate to attend a meeting who shall be paid in lieu of, and on the same basis as, the absent member.

Additionally, the Hadley department chair shall be paid a \$500.00 stipend per year for their departmental work paid in three installments in November, March and May.

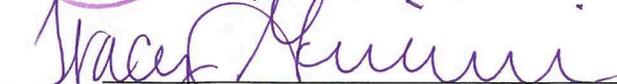
Additionally, the BLT Association Co-Chair(s) shall be paid a \$500.00 stipend per year paid in three installments in November, March and May. The Junior High will have a Co-Chair for both the Department Chairs and Team Leaders.

Additionally, the Junior High BLT team will have a team leader role. Team leader allocation will be based on teams within each grade level, explore/PE. This role will be paid a \$250.00 stipend per year for the team leader work paid in three installments in November, March and May. This group will meet once per month as a collective group and be paid for their hour.

GLEN ELLYN EDUCATION ASSOCIATION



Dina Sbarra, Co-President

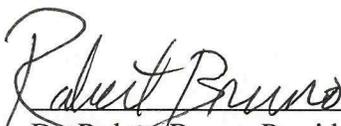


Tracy Guerrieri, Co-President

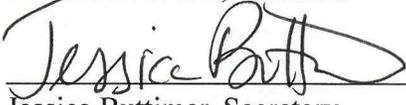
5-3-24

Date

BOARD OF EDUCATION



Dr. Robert Bruno, President



Jessica Buttmer, Secretary

4-25-24

Date