



MEMORANDUM OF UNDERSTANDING

RE: Article 3.6 Planning Time

This Memorandum of Understanding (“MOU”) is entered into by the Northwest Suburban Special Education Association, IEA-NEA (“the Association”) and the Governing Board (“the Board”) of the Northwest Suburban Special Education Organization (“NSSEO”) in connection with a Collective Bargaining Agreement (“CBA”) for the 2016-21 school years.

The Association and the Board acknowledge that Article 3.6 **Planning Time** will be analyzed through a committee comprised of equal members designated by the Association and Administration for the purposes of making recommendations to the Association and the Board on Article 3.6 **Planning Time**. The committee will examine the current work day and the educator’s workload through an analysis of student attendance hours, staff work day, current implementation of planning time across the district, current use of planning time, and resources on planning. The committee will commence forty-five (45) days after the contract is ratified by both parties.

This MOU shall not be deemed as part of the CBA or any other agreement. The terms and provisions of this MOU shall not be considered as setting precedent or past practice that would constitute a basis for a grievance or other action against the Board by the Association or any other employee. Except in the case of an alleged violation of this MOU, neither bargaining unit employees nor the Association shall present or raise, for any reason, either this MOU or its terms or conditions in any subsequent grievance or arbitration proceeding regarding the interpretation, application or implementation of the CBA.

For the NSSEO Governing Board:

Frank R. Hunt

President

For the Association:

John Baker

NSSEA President

Attest: _____

Secretary

Date: 1/23/2017

Date: 1-23-17