

## MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made as of the date of BOARD approval set forth below, by and between the BOARD OF EDUCATION OF CENTER CASS SCHOOL DISTRICT NO. 66, DUPAGE COUNTY, ILLINOIS (the "BOARD") and the CENTER CASS EDUCATION ASSOCIATION, IEA/NEA (the "CCEA").

WHEREAS, the CCEA is the exclusive bargaining representative for the BOARD'S licensed teachers;

WHEREAS, the BOARD and the CCEA included in their 2018-2022 bargaining agreement a catalog of professional growth activities that teachers may engage in to advance in professional classification on the salary schedules.

WHEREAS, questions have arisen regarding the approval and performance of professional growth activities.

WHEREAS, the BOARD and the CCEA wish to clarify certain aspects of the approval and performance of professional growth activities.

NOW, THEREFORE, the BOARD and the CCEA agree as follows:

Section 1. Consistent with established District practice, professional growth activities may occur during or after contractual hours or in some reasonable combination. Professional growth activities are not intended to interfere with a teacher's regular duties, except to the extent necessary to complete the approved growth activity.

Section 2. The role of the building principal in the Professional Growth Plan and Performance Premium process is that of a coach and to confirm that the teacher has written their goal in a SMART Goal format and completed the activities by the designated date.

Section 3. Teachers are encouraged to submit proposals for new or modified professional development activities to the Steering Committee.

Section 4. Requests for funding of professional development catalog activities, except where otherwise provided by the contract, are at the discretion of the Superintendent. A teacher whose funding request is rejected may proceed with an approved professional development catalog activity but at their own expense.

Section 5. This Memorandum of Agreement represents the parties' complete agreement with respect to the subject matter of the Agreement.

CENTER CASS EDUCATION  
ASSOCIATION, IEA/NEA

BOARD OF EDUCATION OF  
CENTER CASS SCHOOL  
DISTRICT NO. 66,  
DUPAGE COUNTY, ILLINOIS

By: *Troy Spahawsky*  
President

By: *Liiane Raso*  
President

Date: 11/4/19

Date: 11/14/19