

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by the Des Plaines Education Association (“the Association” or “DPEA”) and the Board of Education of Des Plaines CCSD 62 (“Board”), parties to collective bargaining agreement (“CBA”) for the 2023-2027 school years for licensed personnel.

The Board and the Association agree as follows:

1. Background

- A. The CBA covers provisions related to the school calendar of licensed personnel.
- B. The Board has adopted an e-Learning plan pursuant to 105 ILCS 5/10-20.56 which has been approved by the North Cook ISC (the “e-Learning Plan”).
- C. In light of the e-Learning Plan, the calendar committee has drafted the school calendar for the 2023-24 school years which, the Parties agree, require amendments to the CBA.

2. Article IV(A) of the CBA shall be removed and replaced with the following:

The Board shall establish a school calendar, which shall contain no more than 185 days including: four (4) emergency/professional learning days: one (1) emergency/records day; a combination of full institute days; half-day in-service workshop days; and the equivalent of two (2) parent teacher conference days, providing a total of at least 4 days. To the extent any of the days being counted for student attendance days are not used, the Board will convert these days to student attendance days to ensure a total of 176 student attendance days. A work schedule will be developed annually for teachers who work at both the balanced and traditional calendar schools to ensure they do not exceed the 185 days.

The e-Learning Plan allows the Board to provide student instruction electronically (or by non-electronic means, as necessary) while students are not physically present at the school building due to weather or other emergency conditions which require closing the school building. The Board may utilize up to a maximum of five (5) e-Learning days during each school year. Each e-learning day will be at least five (5) clock hours of instruction or schoolwork. Teachers are required to work on all e-learning days.

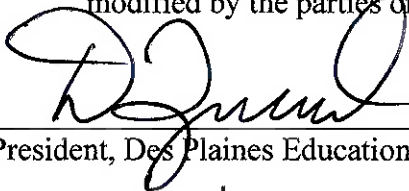
The four (4) emergency/professional learning days and one (1) emergency/records day will be scheduled throughout the school calendar. Teachers are required to attend these professional learning days and records day. If the Board does not use an e-Learning day, and an Act of God day does not apply, and instead uses an emergency day during the school term, one (1) of the four (4) emergency/professional learning days and/or one (1) emergency/records day will be canceled and the day used for a student attendance day. The Board will use the one (1) emergency/records day last if any emergency days need to be used. The Board will use an emergency day when it is not possible to conduct student learning either in person or while students are not physically present at the school building.

A teacher retiring at the end of the school year shall not be required to attend any scheduled emergency/professional learning days at the end of the school year, but will be required to attend the emergency/records day at the end of the school year. Teachers

who separate service for the following school year are required to be in attendance at their school building for any scheduled emergency/professional learning days following the last day of student attendance, as well as the emergency/records day.

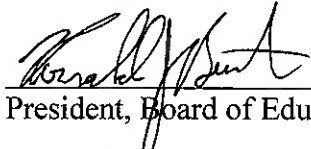
At the close of the final day of staff attendance teachers will be dismissed subject to the approval of the building check-out form by the building principal and the principal's judgment that all teacher responsibilities have been met.

3. A redline of Article IV(A) that shows the changes to the provision is attached to this Memorandum of Understanding as Exhibit A.
4. This Memorandum of Understanding will expire upon the expiration of the current CBA on June 30, 2027.
5. All other terms and conditions of the CBA will remain in full force and effect unless modified by the parties or a successor agreement is negotiated.



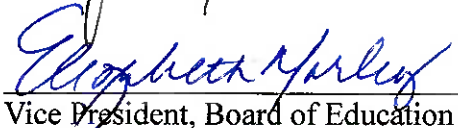
President, Des Plaines Education Association

Date: 1/18/23



President, Board of Education

Date: Jan 17, 2023



Vice President, Board of Education

Date: Jan 17, 2023

EXHIBIT A

~~In accordance with school law,~~ The Board shall establish a school calendar, which shall contain no more than 185 days ~~which shall including:~~ four (4) emergency/professional learning days: one (1) emergency/records day; a combination of full institute days; half-day in-service workshop days; and the equivalent of two (2) parent teacher conference days, providing a total of at least 4 days. To the extent any of the days being counted for student attendance days are not used, the Board will convert these days to student attendance days to ensure a total of 176 student attendance days. A work schedule will be developed annually for teachers who work at both the balanced and traditional calendar schools to ensure they do not exceed the 185 days.

The e-Learning Plan allows the Board to provide student instruction electronically (or by non-electronic means, as necessary) while students are not physically present at the school building due to weather or other emergency conditions which require closing the school building. The Board may utilize up to a maximum of five (5) e-Learning days during each school year. Each e-learning day will be at least five (5) clock hours of instruction or schoolwork. Teachers are required to work on all e-learning days.

The four (4) emergency/professional learning days and one (1) emergency/records day will be scheduled throughout the school calendar. Teachers are required to attend these professional learning days and records day. If the Board does not use an e-Learning day, and an Act of God day does not apply, and instead uses an emergency day during the school term, one (1) of the four (4) emergency/professional learning days and/or one (1) emergency/records day will be cancelled and the day used for a student attendance day. The Board will use the one (1) emergency/records day last if any emergency days need to be used. The Board will use an emergency day when it is not possible to conduct student learning either in person or while students are not physically present at the school building. If the five (5) emergency days are not used for emergency purposes by May 1, one shall automatically become a teachers' record day and the remaining days shall be used for staff development or school improvement activities. A teacher retiring at the end of the school year shall not be required to attend ~~the one (1) any~~ scheduled emergency/professional learning day ~~staff development days~~ but will be required to attend the emergency/records day at the end of the school year. Teachers who separate service for the following school year are required to be in attendance at their school building ~~during the staff development days one (1) for any~~ scheduled emergency/professional learning days following the last day of student attendance, as well as the emergency/records day.

At the close of the final day of staff ~~attendance development activities~~, teachers will be dismissed subject to the approval of the building check-out form by the building principal and the principal's judgment that all teacher responsibilities have been met.

~~In the event that all emergency days have been used and no staff development days are available, the teacher's employment day shall normally end on the last day of student attendance, subject, however, to the approval of the building check-out form by the building principal and the principal's judgment that all teacher responsibilities have been met.~~