

MEMORANDUM OF AGREEMENT (11.25.25)

Whiteside School District #115 (hereinafter "District") and the Whiteside Federation of Teachers, Local #4130, IFT/AFT, AFLO-CIO (hereinafter "Federation"), agree to adding the following subsections to Article XII SALARY/SALARY SCHEDULE

(New) 12.2.4

Federation members who enroll in a terminal program (ex: Doctorate only) greater than 60+ graduate semester hours but not having a Masters completion point will be placed in the Masters column upon completion of 40 semester hours of their said program. Future salary movement will be based on additional earned credit hours within their current terminal program using the Masters+ format found in the salary appendixes (40 +8, 40+16, 40+24, 40+32). Individuals who do not complete their terminal program will not be eligible for future salary movements due to non-completion of their terminal degree or a Masters degree.

(New) Add Section

11.5 Compensation for Supervision (Athletic Director and Employee)

11.5.1

In addition to the Athletic Director's current stipend listed on page 30 of Appendix F, the Middle School Athletic Director is required to supervise at least 50% of the home after school athletic events during the school year. Athletic seasons for compensation include (1) softball and baseball, (2) boys and girls basketball, (3) girls and boys volleyball, and (4) girls and boys track and coed soccer. When the Athletic Director is coaching for any of the teams during the notated seasons, compensation will not be applicable. Due to future coaching and supervisions conflicts for the athletic director, the district will use the following scenario to calculate this compensation:

- 50% of all after school athletic events - \$2000 - approximately 22 evenings
- 25% of all after school athletic events - \$1000 - approximately 11 evenings
- 10% of all after school athletic events - \$500 - approximately 5 evenings

(It should be noted that the number of home athletic evenings could be adjusted due to the home game scheduling.)

While not included for compensation, the District expects that the Athletic Director will continue to be present at all Regional and State Athletic Series events when Whiteside Athletes are participating in them. The administration and Athletic Director will work together to create a mutually agreed supervision schedule based on the after school events and possible coaching conflicts. This compensation will be TRS applicable.

11.5.2

Any district employee(s) covered by the Federation's contract, except AD's receiving compensation under Section 11.5.1, will be able to receive compensation for providing supervision at any Belle-Fair Athletic Conference Event, Athletic Tournament, or designated school activity. Determination of the need for supervision along with the selection of these individuals will be made by the administration. The amount of compensation will be set at \$20 dollars per hour and the supervision timeframes will be determined by the administration. Those employees who are asked to work weekends or holidays for such events will be compensated at \$30 per hour. This compensation shall not apply to teachers/coaches who are compensated over and above the regular salary schedule for extra-curricular activities. This compensation will be TRS applicable.

Amend 12.2.3 to the following:

~~Due to the additional required credit hours involved in their academic program, Speech Pathologists~~
Any employee covered under this contract who have ~~has~~ completed a Master's degree requiring more than 40 credit hours will be credited on the salary schedule for those additional (40+) graduate level hours. This language only applies to master's degrees that are needed to work in the school setting. Beginning in the 2024-2025 academic year, this language shall apply to all current and future employees.

Amend 11.2.1 to the following:

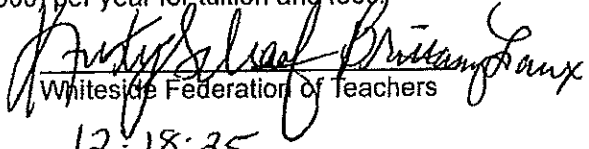
The Board may, at its sole discretion, reimburse teachers for courses taken by them at accredited colleges and universities up to Two Thousand Dollars (\$2,000) per year for tuition and fees.



Whiteside School District #115

12-18-25

Date



Whiteside Federation of Teachers

12-18-25

Date