MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THE MEMBORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OFFICE PERSONNEL OF MONROE, AND THE MONROE SCHOOL DISTRICT #103. THIS AGREEMENT IS ENTERED INTOPURSUEANT TO ARTICLE XIII, SECTION 13.4 DEGREES FROM RECOGNIZED INSTITUTIONS OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The District and Association agree to amend the current contract language as follows:

New Language

Section 13.4. Degrees from Recognized Institutions.
Employees who have presented the District with evidence of graduation from an accredited university in the United States of America shall be entitled to a yearly stipend according to the following schedule:

Employees may receive an additional yearly stipend as follows:

Master's Degree	$800.00
Baccalaureate Degree	$600.00
Associate of Arts/Sciences Degree	$400.00
NAEOP Professional Standard Certificate	$400.00
WASBO Professional Certification	$400.00
*Other Professional Certification Recognized By the District and Association	$400.00

Employees with degrees from foreign institutions or Technical Schools may petition the Superintendent for standing. If approved by the Superintendent, such degrees shall be deemed equivalent to an Associate's Degree.

*Other recognized certifications must be require at least 150 hours of study, be job enhancing to the employee's current assignment and be approved by both the district and association through the LMC process.

Employees are eligible for one (1) stipend per year.

Official documentation supporting a stipend must be received by January 31st of each fiscal year in the Human Resources Office. Stipends will be issued in the February pay cycle.

Old Language

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PUBLIC SCHOOL EMPLOYEES –
OFFICE PERSONNEL OF MONROE PSE-OP #1128

BY: _____
Margaret Jacobs, Chapter President

DATE: 2/4/20

BY: _____
Dr. Fredrika Smith, Superintendent

DATE: 2-10-2020