

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between Cahokia Unit School District No. 187 (District) and Cahokia Federation of Teachers, Local 1272 (Union) as of the date written below.

WHEREAS, The District created Professional Learning Communities (PLCs):

WHEREAS, The parties entered into negotiations over the implementation of the PLCs:

NOW, THEREFORE, in consideration of the foregoing and the terms and conditions contained herein, the District and the Union hereby agree as follows:

1. PLCs will continue to be teacher led. It is understood teachers will pick the topic and create the agenda.
2. The only required PLC forms to be completed shall be the agenda and the minutes. Any and all other forms will be tools or resources and considered optional.
3. PLC work may be ongoing for two or more consecutive weeks. This means that teams may choose to work on a specific task/project/goal for two or more weeks in a row rather than on a monthly or bi-weekly rotation.
4. SMART goals shall not be a requirement of every PLC. Some PLC topics may not require a SMART goal.
5. At the district's discretion, PLC training may be offered for facilitators. Facilitators will be paid at the rate \$30/hour.
6. PLC time will be protected time to devote to PLCs. Teachers will not be expected or required to work on PLC items during non-PLC times.
7. Lead partners/vendors will not lead PLCs or assign teachers work.
8. Teacher leaders under the TSL grant may present ideas, model instructional practices, present PD, but will not give other teachers assignments. If the group has agreed to work on a task / assignment, members may have items to complete during PLC time.
9. All provisions in this Memorandum of Understanding shall expire on June 30, 2025. The parties must negotiate to agreement the terms and conditions of PLCs for the 2025 - 2026 School Year.
10. Neither party agrees to waive any contractual rights under the current CBA or State statute, except as stated in this MOU.
11. This Memorandum of Understanding is the full and complete agreement of the parties relative to the matters referenced herein, all statements and terms herein are contractual and not a mere recital, and this Memorandum of Understanding may only be modified through the voluntary written agreement of the District and the Union.

Executed on this 14 day of May, 2024.

CAHOKIA UNIT SCHOOL  
DISTRICT NO. 187

By: Curtis McCall  
Curtis McCall  
Superintendent

CAHOKIA FEDERATION OF  
TEACHERS, LOCAL 1272

By: Wendy Lochmann  
Wendy Lochmann  
President

