

## **MEMORANDUM OF UNDERSTANDING**

WHEREAS, this Memorandum of Understanding is made and entered into by and between the Region 63 support staff locals (collectively the "Region 63 locals"), District U-46 Educational Assistants ("DUEA"), District U-46 Secretarial Association ("DUSA"), District U-46 Transportation Union ("DUTU"), and Education Support Services Organization ("ESSO"); and the Board of Education of School District U-46 ("Board" or "District"); which when taken together may be referred to collectively as the "Parties"; and

WHEREAS, the Parties have Collective Bargaining Agreements ("CBAs") as follows: 2022-2025 DUEA; 2022-2026 DUSA; 2025-2028 DUTU and 2024-2028 ESSO; and

WHEREAS, the Parties seek to address the treatment of Election Day in November of any year when it is determined by the State of Illinois to be a State holiday and schools are closed; and

WHEREAS, the Parties agree that this MOU does not apply to 12-month employees, who have previously received holidays on Election day due to their CBAs and the nature of their employment; and

WHEREAS, the Parties agree that this MOU also contemplates retroactive pay for Election Day in November 2024 to employees to whom this agreement applies, who did not receive holiday pay despite being active employees on the Election Day that occurred in 2024, and who continue to work for the District as of the date of the execution of this Memorandum of Understanding.

NOW THEREFORE, IT IS HEREBY AGREED by the Region 63 locals and the Board  
as follows:

1. The Parties agree that if the November Election Day is declared a State holiday and schools are closed, then it will be a paid holiday for all 10-month employees.
2. Pay for the November 2024 election day will be paid on June 20, 2025, or as soon as practicable thereafter.

IN WITNESS WHEREOF, the Parties have executed this Agreement.

SCHOOL DISTRICT U-46

DocuSigned by:  
By: Mark Moore  
~~Mark Moore~~  
Assistant Superintendent of HR  
School District U-46

Date: 6/5/2025

DISTRICT U-46 EDUCATIONAL ASSISTANTS ASSOCIATION

Signed by:  
By: Tina Pizzitola  
~~Tina Pizzitola~~  
President  
DUEA

Date: 6/5/2025

DISTRICT U-46 SECRETARIAL ASSOCIATION

By: Clemencia (Nancy) Rodriguez  
President  
DUSA

Date: 6/5/2025

DISTRICT U-46 TRANSPORTATION UNION

Signed by:  
By: Heather Weiss  
~~Heather Weiss~~  
President  
DUTU

Date: 6/5/2025

EDUCATION SUPPORT SERVICE ORGANIZATION

Signed by:  
By: Tim Sheahan  
~~Tim Sheahan~~  
President  
ESSO

Date: 6/9/2025