

**Memorandum of Understanding  
Grade 5 Choir Stipend**

The Board of Education of Steger School District 194 ("District") and the Steger Education Association, IEA-NEA, ("Union"), have reached the following understanding with respect to the Grade 5 Choir Stipend commencing with the 2023-2024 school year.

1. The collective bargaining agreement does not mention a Grade 5 Choir Stipend.
2. Adjustments to the Columbia Central master schedule beginning with the 2023-2024 school year have eliminated the time that was previously available for the Grade 5 Choir to rehearse during the day.
3. The District has determined that creating a Grade 5 Choir as an extracurricular activity is the best way to continue offering choir to our fifth grade students in order to bridge the gap between elementary and middle school choir opportunities.
4. The parties have discussed the benefits of providing these services after school, and agree to the following regarding compensation for teachers who are selected to participate:
  - a. Compensation for the Grade 5 Choir Director will be \$800.
  - b. Director will plan and schedule a minimum of 30, one-half hour rehearsals outside of the regular school day.
  - c. Director will conduct the Grade 5 Choir in one nightly concert per year, with associated dress rehearsals.
  - d. Director will follow all of the District procedures as outlined in the District Athletics and Activities Handbook.
  - e. All other working conditions and terms of employment will be as outlined in the professional agreement between the District and Union.
5. This Memorandum of Understanding does not constitute, and shall not be interpreted as, a past practice, custom, or course of dealing applicable to any other bargaining unit member at any time other than expressly stated herein.
6. This Memorandum of Understanding does not constitute, and shall not be interpreted as, individual bargaining in violation of the Illinois Educational Labor Relations Act.

BY:   
Authorized District Representative

DATE: 10/24/23

BY:   
Authorized Union Representative

DATE: 10/13/23