

**MEMORANDUM OF AGREEMENT
INTERNAL PER PERIOD SUBSTITUTE PAY**

The Board of Education of Freeport School District 145, Stephenson County, Illinois (BOARD) and the Freeport Education Association, IEA/NEA (FEA) are presently parties to a multi-year collective bargaining agreement covering the term 2018-2023. The following provisions of that agreement are amended as follows:

1. Article IV, Section M (a) High school and middle school teachers – is amended to say:
 - i. High school teachers (9-12) - \$45 per period or proration thereof.
 - ii. Middle school teachers (5-8) - \$25 per period or proration thereof.

2. All other terms and conditions of the Board and FEA agreement remain unchanged and in full force and effect.

BOARD OF EDUCATION, FREEPORT
SCHOOL DISTRICT 145

By: Janice Crutchfield
President

Dated: 5-5-20

FREEPORT EDUCATION ASSOCIATION,
IEA/NEA

By: Kelly Everding
President

Dated: 5/5/2020