

BOARD APPROVED

DEC 16 2025

**MEMORANDUM OF UNDERSTANDING
International Baccalaureate**

Rockford Public Schools

This Memorandum of Understanding (Memorandum) is entered into by and between the Rockford Education Association, IEA-NEA (REA) and the Board of Education of the Rockford Public Schools, District No. 205 Boone and Winnebago Counties, Illinois ("the District").

Whereas, the district currently has identified special programs; International Baccalaureate (IB) would be an additional identified special program for the district; and,

Whereas, IB the special program listed above aligns to the district's strategic plan to guide the future of this designated program. District 205 is committed to disrupting inequities, continuous improvement, and reaching every student, in every school, in every neighborhood.

Therefore, in consideration of the mutual promises contained herein, the parties agree to be bound as set forth below:

1. Teachers assigned to the International Baccalaureate ("IB") program will be required to complete up to 15 hours of IB training on an annual basis. The District shall provide (i.e., pay for) the mandated IB training. Teachers shall submit documents to the Human Resources Department verifying the course completion. Upon verification of course completion, teachers who have not reached the maximum salary on the pay scale will be awarded 1 salary credit. Teachers who have reached the maximum salary on the pay scale will receive a lump sum stipend of \$500.00.
2. In addition to the mandated IB training, teachers may receive up to five (5) days of per diem pay be awarded for the purpose of mandated (not voluntary) book studies, inquiry related PD, curriculum development, transdisciplinary planning, or other training topics essential to the IB philosophy and needs of the School.
3. Teachers that are a part of the IB program will be required to participate in weekly PLCs that will include planning time at the end of the school day, at the building for the purpose of curriculum alignment, IB professional development, inquiry methodologies, transdisciplinary planning, data collection and PLC review cycles. In exchange for this time building administration will work with staff in collaboration to build a plan to make up this extra time.
4. Due to the requirements of the IB Organization and the District's commitment to each staff member through increased professional development opportunities, paid extra work, and salary credits, teachers that commit to the IB program/position will be required to remain an IB teacher for a minimum of 3 school years at the teacher's assigned IB program school. Should an IB teacher voluntarily leave the District or the IB program without meeting the 3 year commitment, the IB teacher will be required to reimburse the District the cost of the IB training. A teacher may transfer to an alternative IB school site during that designated time frame of 3 years to support continued IB rollout/implementation based upon the discretion of building administration.

5. IB Teachers will participate in a maximum of 2 two-hour events as needed in recruitment, orientation, and other program initiatives (may include but not limited to: community outreach, for equity and support or mandatory parent orientations).
6. Nothing in this MOU shall diminish the rights granted to members as outlined in the Professional agreement.
7. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter.
8. This Memorandum shall be in full force and effect on the date signed by the parties' representatives.
9. The parties agree that this Memorandum is not precedential in nature and that no party will use this Agreement to demonstrate custom or practice of the parties.
10. Unless this Memorandum of Understanding is otherwise renewed, this Memorandum will terminate effective June 30, 2026.

For the District:

For the Union:

Ehren Jarrett
 Dr. Ehren Jarrett
 Superintendent

12/17/2025 | 2:55 PM CST
 Date

Claudia Marshall 10-8-25
 Claudia Marshall Date
 REA President

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Rockford Public School

**MEMORANDUM OF UNDERSTANDING
Montessori**

This Memorandum of Understanding (Memorandum) is entered into by and between the Rockford Education Association, IEA-NEA (REA) and the Board of Education of the Rockford Public Schools, District No. 205 Boone and Winnebago Counties, Illinois ("the District").

Whereas, for more than ten (10) years, teachers seeking certification as instructors in the Maria Montessori instructional program have been awarded ten (10) salary credits upon successful completion of each level of Montessori training; and,

Whereas, these ten (10) salary credits have historically not been awarded until the teacher has passed the AMS Board Test and received official certification for each level; and,

Whereas, scheduling of the AMS Board test follows completion of many hours of training spread over two years, but often occurs only after a lengthy period of time has elapsed since the training was actually completed by the teacher; and,

Whereas, the REA and Board agree that it is a disservice to the teachers who have expended many hours of effort to become certified Montessori teachers to make them wait until the test is finally completed to obtain the ten (10) salary credits awarded for each level of Montessori certification.

Therefore, in consideration of the mutual promises contained herein, the parties agree to be bound as set forth below:

1. Teachers will be awarded ten (10) salary credits upon their completion of each level of Montessori training and evidence of passing any required test / receiving certification, with verification of that completion to be furnished by the teacher to the Board.
2. The teacher shall timely inform the Board of the scheduling of the AMS Board Test and provide the Board with test results/copy of certification.
3. If the teacher fails to pass the test/does not receive certification, the teacher shall not receive the ten (10) salary credits.
4. Nothing in this MOU shall diminish the rights granted to members as outlined in the Professional agreement.
5. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter.
6. This Memorandum shall be in full force and effect on the date signed by the parties' representatives.
7. The parties agree that this Memorandum is not precedential in nature and that no party will use this Agreement to demonstrate custom or practice of the parties.

8. Unless this Memorandum of Understanding is otherwise renewed, this Memorandum will terminate effective June 30, 2026.

For the District:

For the Union:

Ehren Jarrett
Dr. Ehren Jarrett
Superintendent

12/17/2025 | 2:55 PM
Date

Claudia Marshall 10-8-25
Claudia Marshall
REA President
Date



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Rockford Public Schools

MEETING DATE: December 16, 2025

SUBJECT: Memorandum of Understanding (REA) Montessori and International Baccalaureate – Morgan Gallagher

ABSOLUTE DATE: December 16, 2025

FISCAL IMPACT: N/A

ADMINISTRATION' S RECOMMENDATION: Administration recommends permission for the Superintendent to enter upon the agreement as presented.

Submitted By: Morgan Gallagher, Chief of Schools

A. PROBLEM/OPPORTUNITY

The District and the Rockford Education Association have negotiated an extension of the Memorandum of Understanding for Montessori and International Baccalaureate (“IB”) teachers.

B. BACKGROUND

A Memorandum of Understanding was previously approved by the Board of Education to support the requirements of Montessori and IB.

C. ALTERNATIVE CHOICES

N/A

D. SOLUTION

Extending the MOU would support the district’s commitment to the Montessori and IB Programs and requirements to be educators in those programs.

E. TOTAL COST

N/A

F. ASSESSING THE SITUATION

N/A

G. RETURN ON INVESTMENT OR OPPORTUNITY COST

N/A

H. REPORTING BACK

N/A

ADMINISTRATION’S RECOMMENDATION

Administration recommends permission for the Superintendent to enter upon the agreement as presented.

11/11/2011 10:11 AM