

MEMORANDUM OF UNDERSTANDING

WHEREAS, the **Virginia Education Association, IEA-NEA**, hereinafter referred to as “VEA”, and the **Board of Education of Virginia Community Unit School District No. 64**, hereinafter referred to as “the Board”, are parties to a Collective Bargaining Agreement, hereinafter “CBA”, effective July 1, 2024 through June 30, 2027.

NOW, THEREFORE, the **Virginia Education Association, IEA-NEA** and the **Board of Education of Virginia Community Unit School District No. 64** do hereby agree to this Memorandum of Understanding on the following terms and conditions:

Section 1.

- A.** Effective July 1, 2025, Appendix B to the CBA is amended by adding “*HS Cross Country*” to Group 1 with a corresponding 8.50% base for 2025-2026 and 9.00% base for 2026-2027.
- B.** Effective July 1, 2025, Appendix B to the CBA is amended by adding “*HS Asst. Golf*” to Group 2 with a corresponding 5.00% base for 2025-2026 and 5.50% base for 2026-2027.
- C.** Effective July 1, 2025, Appendix B to the CBA is amended by adding the following sentence to the end of the introductory paragraph of Appendix B: “*Notwithstanding the foregoing, should a person simultaneously hold the positions of Junior High Head Coach and High School Head Coach in the same sport occurring at the same time of the year, the person will only receive the higher paying stipend, not both stipends.*”

Section 2. This MOU contains the complete understanding of VEA and the Board and may be modified only by written agreement of the parties.

Section 3. Each representative of the Parties executing this MOU represents and warrants that he/she has the authority to bind his/her respective Party to the terms and conditions of this MOU.

EXECUTED in duplicate originals on the dates stated hereinafter.

Virginia Education Association,
IEA-NEA (VEA)

By: Linda S Brown
VEA Authorized Representative

Date: May 19, 2025

Board of Education of Virginia
Community Unit School District #64

By: Cary H
Board President

Date: May 19, 2025