

MEMORANDUM OF UNDERSTANDING
REGARDING PAYROLL INSTALLMENTS

This Memorandum of Understanding is entered into this 3rd day of February, 2026, by and between The Board of Education of the Morton Community Unit School District No. 709 (“District” or “Board”) and the Morton Education Association (“MEA”).

Recitals

- A. The Board and MEA have entered into a collective bargaining agreement for the 2024-2027 term. This agreement shall be referred to herein as the “CBA”; and
- B. Article II, C, Dues Deduction of the CBA provided for payroll deduction of Association dues.
- C. Article VIII, B, Payroll Installments of the CBA provides that each professional staff member shall be paid on the basis of twenty-six (26) equal payments.
- D. The MEA and the District have agreed that beginning with the 2026-27 fiscal year, each professional staff member shall be paid on the basis of twenty-four (24) equal payments. Payroll will be disbursed on the 15th and the 30th of each calendar month. The first payment for professional staff shall be the August 30th payroll period.
- E. If a scheduled payroll date falls on a weekend or a bank or public holiday on which the applicable financial institution is closed, payment shall be made on the last day preceding when that financial institution is open for business.
- F. Notwithstanding the foregoing, the second payroll in February shall be made on February 28 (or February 29 in a leap year). If February 28 (or 29) falls on a weekend or a bank or public holiday on which the applicable financial institution is closed, payment shall be made on the last day preceding when that financial institution is open for business.

Agreement

- 1) Recitals True and Correct. The recitals set forth above are true and correct; therefore,
- 2) Article II, C, Dues Deduction will be revised to:

Dues of the Association shall be deducted by the Payroll Department in accordance with the following stipulations:

- 1. The Association will provide the District Payroll Office with a list of professional staff members who are MEA members and the amount of the dues for each member. Each member must present specific, individualized written authorization for the dues to be deducted from his/her pay. Payment from the District shall be made back to the Association within ten (10) working days of the withholding.
- 2. Dues will be deducted in equal payments, twice monthly, starting in October and continuing through June.

3. Once dues deductions are in effect, they are not changed during the school year unless the member leaves prior to the end of the school year. In those cases, the dues will be prorated. The authorization for each Association member shall remain in effect from year to year until canceled by the participating professional staff member.

The Association shall indemnify and save harmless the Board and all its agents and members of the professional staff from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand or suit resulting from any reasonable action taken by the Board or any of its agents or professional staff members for the purpose of complying with the above provisions.

3) Article VIII, B, Payroll Installments will be revised to:

Each professional staff member shall be paid in 24 equal installments on the 15th and 30th of each month. The District shall require each professional staff member to be paid through direct deposit at any number of financial institutions of the employee's choosing. For a professional staff member requesting direct deposit, all pay shall be directly and electronically deposited no later than the beginning of business on pay day, or, if any of these dates fall on a bank holiday or weekend, the professional staff member will be paid on the last day preceding when the financial institution is open for business. The second payment in February will be on the 28th or 29th, unless that date falls on a holiday or weekend; in that case, the professional staff member will be paid on the last day preceding when the financial institution is open for business.

4) Term. This Memorandum of Understanding shall be effective from the date set forth above until the expiration of the 2024-2027 CBA.

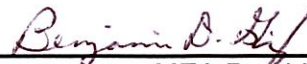
IT IS HEREBY AGREED:

The Board of Education of the
Morton Community Unit
School District No. 709



Board President

Morton Education Association



MEA President