

MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT** ("MOA") is entered into this 4th day of August, 2025 between the **NAPERVILLE EDUCATION SUPPORT PROFESSIONALS ASSOCIATION – IEA/NEA** (the "NESPA") and the **BOARD OF EDUCATION OF NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203** (the "Board" or "District") (collectively, the "Parties").

WHEREAS, The Board and the NESPA are parties to a collective bargaining agreement ("CBA") currently in effect through June 30, 2027; and

WHEREAS, the Parties wish to implement a pilot mentorship program for ESP personnel, to support development and professional growth for new ESP employees by providing high quality, intensive and systemic learning situations; and

WHEREAS, the Parties sought to have a written agreement memorializing the terms of the pilot program.

NOW THEREFORE BE IT RESOLVED, the NESPA and the District agree as follows:

1. The foregoing recitals shall be considered a part of this MOA and shall be binding upon the Parties.
2. Eligible employees will be selected by the site supervisor to become mentor employees to new ESP employees.
3. Employees that successfully complete the duties and responsibilities of the mentor position, as determined by the District, will be paid, based on the below:
 - a. For mentoring an employee that is both new to the District, and new to the role, the mentor employee will receive \$500.
 - b. For mentoring an employee that is either new to the District, or new to the role, the mentor employee will receive \$250.
 - c. For mentoring an additional employee, a mentor employee will be paid 50% of the above for each employee, i.e. \$250 for an employee under section (a) or \$125 under section (b).
 - d. For purposes of this section, "new to the District" means that the employee has never previously been employed by the District in any capacity, and "new to the role" means that the employee has never previously been employed as an Education Support Professional.
4. To be eligible for this program, the employee must meet and maintain eligibility requirements, as established by the District, including at least three (3) years of

service in an ESP role, first-time mentors attending a mentor training seminar, and maintaining good standing at the District.

5. The Parties agree that this MOA will not in any way amend the CBA and the terms of this MOA will not in any way be deemed to create a status quo for any reason in the relationship between the parties.
6. This MOA sets forth all the promises, agreements, conditions, and understandings between the Parties relative to the subject matter hereof and there are no promises, agreements, or undertakings, either oral or written, expressed, or implied between them other than as set forth herein. No subsequent alteration, amendment, change, or addition to this MOA shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of them.
7. This MOA will expire on June 30, 2026, but may be extended by mutual agreement.

IN WITNESS WHEREOF, the NESPA and District have caused this MOA to be executed by the signatures of their authorized representatives as set forth below.

**NAPERVILLE EDUCATION SUPPORT
PROFESSIONALS ASSOCIATION**

By: Aminda Wood
President

Date: 7/21/25

**BOARD OF EDUCATION OF
NAPERVILLE COMMUNITY UNIT
SCHOOL DISTRICT 203**

By: [Signature]
President

Date: 4 August 2025

ATTEST:

By: [Signature]
Secretary

Date: 4 August 2025