

Appendix AE
Memo of Understanding

Employee Assistance –Beginning 19-20 school year

The District in coordination with the expansion of Memorial Choice is in the process of development of an Employee and Crisis Support Program that will include behavioral health evaluations and counseling sessions with our Memorial Counseling Associates and Memorial Behavioral Health Staff and on-site assistance in the event of a tragedy.

This would include a free, timely and confidential consultation meeting for any employee needing assistance. This meeting will help the employee chart a course of assistance for their individual needs.

If the employee or family members receive District Insurance and are a member of Memorial Choice, services will be available for up to 3 free visits per plan year for the employee to a professional to address the following:

- Counseling for anxiety
- Depression
- Stress
- Substance abuse
- Child behavior
- Marital issues
- Trauma

Any visits over the first three visits would be billed as normal to your insurance carrier.

The District will provide reasonable assurance that this will be signed annually and will be maintained the cost over the life of the current contract.

As a continuation of our District Braided Behavior Support Systems and in order to train teachers and restorative room staff, the District proposes a summer of 2020 District 186 Restorative Justice / Equity Conference to train school teams and individuals to address disproportionality in discipline, and professional development for restorative practices and resiliency training. In addition, we propose that we train 8 certified staff, jointly chosen, that will develop and plan the professional development during the Spring of 2020. The outcome will be modules of training that can be used on a recurring basis as well as the summer training. This will include District Administrative participation as well as community partners for the Springfield Resiliency Project including the IEA and University of Illinois at Springfield and other agreed upon partners.

District agrees to hire 3 additional security personnel this year and 2 additional security personnel in 2020-21, placement to be jointly determined.