

**APPENDIX L**

**MEMORANDUM OF UNDERSTANDING**

**Charter Schools: September 21, 1998**

The following constitutes an agreement between the Springfield Education Association and District 186 regarding charter schools.

**FOR TEACHERS**

1. Leaves of absences shall be granted to those bargaining unit members offered employment by a charter school. Upon return from such leave for two years or less the employee shall be returned to his/her equivalent position should it exist. Upon return from such leave in excess of two years, the employee shall be placed appropriately on the displaced list for assignment.
2. Salary schedule advancement shall be consistent with:
  - A. ARTICLE 7.1 AND 7.2  
Vertical Movement: Any and all teaching experience at a charter school shall be considered "outside teaching experience" and subjected to the limits of Article 7.2.  
  
Horizontal Movement: Employees shall be granted upon return to District 186 horizontal movement for courses meeting the criteria as defined in Article VIII and any courses offered by District 186 for salary schedule movement.
  - B. ARTICLE 9.1E  
Retirement points shall be consistent with the provisions of outside service credit as defined in Article 7.2
3. Seniority shall not accrue during an approved leave of absence to a charter school.
4. All other benefits earned while employed in District 186 shall be retained, but shall not further accrue while employed at a charter school.

**FOR ESPs**

Any bargaining unit member offered employment by a charter school shall be granted a one year leave of absence. He/she shall be returned to his/her equivalent position at the conclusion of the year's leave provided such a position still exists.

Any bargaining unit member requesting an extension of such a leave shall, upon return to the District, be placed in the appropriate order on the displaced list.

Bargaining unit members shall not accrue benefits including, but not limited to, seniority, salary schedule advancement or sick leave while on leave to a charter school.