Memorandum of Agreement:
Retirement Incentives 18 April 2026

This Memorandum of Agreement ("MOA") between the Board of Education of DuPage High School District No. 88, DuPage County ("Board"), and the DuPage District 88 Council, Local 571, American Federation of Teachers ("Union") is made and entered on 18 April 2026, and shall be subject to the terms and provision of the Collective Bargaining Agreement ("CBA"). Teachers who have been Board approved to retire shall be eligible to participate in any of the early retirement incentives set forth in this MOA. Election of a retirement incentive in this MOA may modify the incentive received by a Teacher who elected to participate in the incentive of 9.9 of the CBA.

In no event shall the Board provide any retirement incentive under this MOA that would necessitate a direct or indirect payment by the Board to any entity or person that is greater or less than what the Board would have otherwise paid to provide such retirement incentive under this MOA.

Information to be shared by the Teacher to the Assistant Superintendent of Human Resources:

1. Before December 1st, 2026, Teachers will provide the following information to the Department of Human Resources:

    a. Teacher Retirement System (TRS) statement showing the number of years of creditable service.
    b. Non-TRS retirement systems statement(s) showing the number of years of creditable service that may be used for creditable service with TRS (i.e., IMRF, SURS, military service, etc).
    c. Other optional service credit which may be available for creditable service with TRS such as leaves of absence or TRS Optional Service Credit (i.e., private school years of service).
    d. A statement of accrued sick days from previous TRS employment(s).

2. Teachers hired after the 2026-2027 school year will provide the above information before December 1st of each year.

3. All data collected by the District will be shared with the Union president annually no later than January 15th.

Service Credit Purchase Incentive:

The District shall provide eligible employees, who will retire by the conclusion of the 2027-2028 school year, with a one (1) time payment intended to cover the cost of the purchase of up to one (1) additional year of service credit through TRS subject to TRS rules and eligibility requirements.

The District shall provide a payment equal to the estimated cost, as determined by TRS, to purchase up to one (1) year of allowable service credit paid directly to TRS.

In addition, the District shall cover the cost of the Teachers' Health Insurance Security Fund (THIS Fund). The THIS Fund contribution, which must be paid with a separate check to the THIS Fund, is required when purchasing credit for optional service earned after July 1, 1995.

This payment shall be available only to employees who elect to retire prior to reaching thirty-five (35) years of TRS service credit, or who are at least age fifty-five (55) with a minimum of twenty (20) years of service and are otherwise eligible for a retirement annuity under TRS.

Staff who select this Service Credit Purchase Incentive and still need to earn service credit can substitute teach for the District at $200 per day (5 periods and a resource), $250 per day (7 periods and a resource).

To do so, they must resign from their current position and will no longer be covered by the Collective Bargaining Agreement (CBA).

Lump-Sum Payment Incentive:

The lump sum payment is an option for employees who choose early retirement, defined as leaving 1–2 years before their planned retirement date. In lieu of their salary and the anticipated 6% annual increases during those final years, employees may elect to receive a one-time lump sum payment. To be eligible, employees must retire by the end of the 2027-2028 school year and declare their intent at least one semester in advance.

Lump Sum Payment:

1 Year - $100,000

2 Years - $200,000

The lump sum payment will be paid sixty (60) days after the Teacher's last day of service.

Staff who select this early lump sum payment and still need to earn service credit can sub for the district at $200 per day (5 periods and a resource), $250 per day (7 periods and a resource). To do so, they must resign from their current position and will no longer be covered by the teachers' collective bargaining agreement (CBA).

Teachers may retire mid-year. Any lump sum payment will be prorated by 1/183.

Sick Leave incentive

Teachers who notify the District, in accordance with Section 9.9 of the CBA, by May 1, 2028, shall be credited with sufficient sick days to bring their total accumulated sick leave to a maximum of 340 days, with such days to be granted no later than June 15 of the fifth year prior to retirement, provided that granting the days would allow the Teacher to retire earlier than otherwise possible and would not result in a penalty to the District from TRS. Any sick days credited beyond the normal allotment may be reduced to the extent the TRS three-part test applies in the school year in which the days are granted.

For example, if a Teacher has 200 accumulated sick days when the benefit is granted exactly

five (5) years prior to retirement, the Teacher shall be credited with 140 additional sick days, bringing the Teacher's total accumulated sick leave to 340 days. Each of the last four (4) years, Teachers will receive their normal annual allotment as defined by Article 8.8.

This MOA has been duly approved by each of the parties, and has been executed by authorized representatives of the Union and the Board.

DuPage District 88 Council, Local 571, American Federation of Teachers

By: Jennifer Burns
Union President

Date: 4/18/2026

Board of Education of DuPage High School District No. 88, DuPage County

By:
Board President

Date: 4/18/2026