

MEMO OF AGREEMENT

Expanded Credentials - Teachers Pursuing Content Area Endorsements

This Memo 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 into on May 12, 2026, and shall be subject to the terms and provisions of the collective bargaining agreement between the parties (the "CBA" or "Collective Bargaining Agreement").

Teachers looking to add an additional Endorsement to their PEL who are more than five (5) years from retirement pursuing an approved course sequence leading to a Math, Biology, Chemistry, Earth and Space Science, Environmental Science, Physics, English, History, Political Science (Civics), Economics, Geography, World Language - Spanish, or in an approved CTE area of high need identified by the District would be eligible for the following:

1. Teachers who pursue the approved six (6) course sequence (18 credit hour maximum) for the Math, Biology, Chemistry, Earth and Space Science, Environmental Science, Physics, English, History, Political Science (Civics), Economics, Geography, World Language - Spanish, or CTE Endorsement would be eligible for full tuition reimbursement not to exceed \$500/credit hour. Please note that, solely for purposes of this section of this MOA, successful completion of approved undergraduate coursework necessary for one of the content area endorsements set forth in this section will be eligible for tuition reimbursement and for use toward advancement on the salary schedule set forth in the CBA; eligibility for such tuition reimbursement and for the use of such coursework towards salary schedule advancement will be determined in a manner that is consistent with the CBA. If the endorsement is completed within one school year (July 1-June 30), then the twelve (12) credit hour maximum per Article 9.3.C. will be waived and all credits earned will be applied towards salary advancement per Article 9.3. Programs must be approved by the administration. Reimbursement for the final course will be held until the District receives confirmation that the endorsement is on the Teacher's PEL.
2. Teachers who are placed on Scale VII, would be eligible for a one-time non-compounding stipend of \$3,800 upon completion of the six (6) required courses (18 credit hours) for the Math, Biology, Chemistry, Earth and Space Science, Environmental Science, Physics, English, History, Political Science (Civics), Economics, Geography, World Language - Spanish, or CTE Endorsement and the receipt of confirmation that the endorsement has been posted to the Teacher's PEL.
3. Programs must be approved by the administration.
4. Teachers who already have some of the required courses completed, but need a few more courses would receive a prorated amount of the \$3,800 non-compounding stipend as listed above in Section 2 above. For example, a Teacher who already has three (3) Math,

Biology, Chemistry, Earth and Space Science, Environmental Science, Physics, English, History, Political Science (Civics), Economics, Geography, World Language - Spanish, or CTE courses, and only needs three (3) more courses, would earn a \$1,900 non-compounding stipend.

5. Teachers who are more than five (5) years from retirement and have already completed some credits towards Scale VII, may complete the full eighteen-hour sequence and receive a pro-rated stipend of \$211 (1/18th of the \$3,800 stipend) for each credit hour beyond Scale VII upon completion of the full sequence and after the District receives confirmation that the endorsement has been posted to the Teacher's PEL.

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 Burrig Date: 6/30/2026
Union President

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

By: [Signature] Date: 7/6/2026
Superintendent