MEMO OF AGREEMENT

Expanded Credentials - Teachers in the Retirement Track

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"). *This Memo of Agreement ("MOA") expires on June, 30, 2028.* All coursework referred to in this MOA must be completed, and all endorsements posted on the Teacher's PEL, by June 30, 2028 in order to be eligible for the reimbursements and payments described in this MOA. Any lump sum payment made pursuant to this MOA is a non-salary, post-separation payment and shall not constitute salary, salary schedule placement, base salary, TRS creditable earnings, or compensation for purposes of calculating final average salary. The District shall not report such lump sum payments as TRS creditable earnings. Eligibility for any lump sum payment under this MOA shall not create any actual or constructive right to payment before the payment date specified in the applicable section below.

A. ***Teachers who are five (5) or less years from retirement*** pursuing an approved course sequence leading to ESL or Bilingual Endorsements would be eligible for the following:

1. Teachers who pursue the approved six (6) course sequence (18 credit hour maximum) for the ESL/Bilingual Endorsement would be eligible for full tuition reimbursement not to exceed $500/ credit hour. 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 lump sum payment of $3,800 upon completion of the six (6) required courses (18 credit hours) for the ESL/Bilingual Endorsement and the receipt of confirmation that the endorsement has been posted to the Teacher's PEL. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

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 lump sum payment as listed above in Section A. 2. above. For example, a Teacher who already has three (3) ESL or Bilingual Master's level courses, and only needs three (3) more Master's level courses, would earn a $1,900 lump sum payment. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last

paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

5. Teachers who are on Scale VI and have already completed some credits towards Scale VII may complete the full eighteen-hour sequence. Teachers in the fifth (5th) year prior to retirement who are permitted to advance to Scale VII may receive a pro-rated lump sum payment of $211 (1/18th of the $3,800 lump sum payment) 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. Teachers in the final four (4) years prior to retirement who are not permitted to advance to Scale VII because they are receiving retirement incentive increases shall receive the full $3,800 lump sum payment after completion of the full sequence and after the District receives confirmation that the endorsement has been posted to the Teacher's PEL. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

6. Teachers who earn the Bilingual Endorsement on their Professional Educator License (in any language approved by the Administration) would be eligible for a one-time lump sum payment of $1,000 upon completion. The Bilingual Endorsement requires a passing score on the Language Proficiency Test through the Illinois Licensure Testing System (ILTS) in addition to the required six (6) courses (18 credit hours). This is in addition to the incentives outlined in Sections A. 1.- 4. above. Teachers who earned the full Bilingual Endorsement on their PEL prior to this agreement would be eligible to receive this one-time lump sum payment of $1,000, but would not be eligible for the incentives outlined in Sections A. 1.- 4. above. Please note the ELS-TBE Transitional Certification is not allowable for this incentive. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

B. ***Teachers who are five (5) or less years from retirement*** pursuing an approved course sequence leading to LBS1 Endorsements would be eligible for the following:

1. Teachers who pursue the approved three to four (3-4) course sequence (16 credit hour maximum) for the LBS1 Endorsement would be eligible for full tuition reimbursement not to exceed $500/credit hour. Programs must be approved by the administration. Reimbursement for the final course will be held until the District receives confirmation that the endorsement has been posted to the Teacher's PEL.

2. Teachers who are placed on Scale VII, would be eligible for a one-time lump sum payment of $1,900 upon completion of the three to four (3-4) required courses (9-16 credit hours) for the LBS1 Endorsement and the receipt of confirmation that the endorsement has been posted to the Teacher's PEL. Programs must be approved by the administration. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

3. Teachers who already have some of the required courses completed, but need a few more courses would receive a prorated amount of the $1,900 lump sum payment as listed above in Section B. 2. above. For example, a Teacher who already has two (2) LBSl courses, and only needs one (1) more LBSl course, would earn a pro-rated lump sum payment of $211 (1/9th of the $1,900 lump sum payment) for each credit hour. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

4. Teachers who are on Scale VI and have already completed some credits towards Scale VII may complete the full nine to sixteen (9-16) hour sequence. Teachers in the fifth (5th) year prior to retirement who are permitted to advance to Scale VII may receive a pro-rated lump sum payment of $211 (1/9th of the $1,900 lump sum payment) for each credit hour beyond Scale VII upon completion of the full sequence and receipt of confirmation that the endorsement has been posted to the Teacher's PEL. Teachers in the final four (4) years prior to retirement who are not permitted to advance to Scale VII because they are receiving retirement incentive increases shall receive the full $1,900 lump sum payment after completion of the full sequence and receipt of confirmation that the endorsement has been posted to the Teacher's PEL. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

C. ***School Support Personnel (Counselors, Social Workers, Psychologists, Speech Pathologists) who are five (5) or less years from retirement*** pursuing the approved course leading to the Bilingual Special Education Approval or the ESL Special Education Approval would be eligible for the following:

1. School Service Personnel (excluding Nurses) who pursue the approved course for the Bilingual Special Education Approval or the ESL Special Education Approval

would be eligible for full tuition reimbursement not to exceed $500/credit hour upon completion of the bilingual assessment course and receipt of the Bilingual Special Education Approval or the ESL Special Education Approval on their Professional Educators License (PEL). Programs must be approved by the administration.

2. School Service Personnel (excluding Nurses) who are placed on Scale VII, would be eligible for a one-time lump sum payment of $211/credit hour upon completion of the bilingual assessment course and receipt of the Bilingual Special Education Approval or the ESL Special Education Approval on their Professional Educators License (PEL). Programs must be approved by the administration. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

3. School Service Personnel (excluding School Nurses) who earn the Bilingual Special Education Approval on their Professional Educator License (in any language approved by the Administration) would be eligible for a one-time lump sum payment of $1,000 upon completion. This is in addition to the incentives outlined in Sections C. 1.-2. above. The Bilingual Special Education Approval requires a passing score on the Language Proficiency Test through the Illinois Licensure Testing System (ILTS) plus one (1) course in Bilingual Assessment. Teachers who earn the full Bilingual Special Education Approval on their PEL prior to this agreement would be eligible to receive this one-time lump sum payment of $1,000, but would not be eligible for the incentives outlined in Sections C. 1.-2. above. Please note the ELS-TBE Transitional Certification is not allowable for this incentive. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

D. ***Teachers who are five (5) or less years from retirement*** pursuing an approved course sequence leading to Dual Credit Credential(s) would be eligible for the following:

1. Teachers who pursue the approved six (6) course sequence (18 credit hour maximum) for Dual Credit Credential(s) would be eligible for full tuition reimbursement not to exceed $500/credit hour. Programs must be approved by the administration and the institution issuing the college credit to District 88 Students. Reimbursement for the final course will be held until the District receives confirmation that the Teacher's credentials have been approved by the institution issuing the Dual Credit.

2. Teachers who are already placed on Scale VII, would be eligible for a one-time lump sum payment of $3,800 upon completion of the six (6) required courses (18 credit hours) for Dual Credit Credential(s) and confirmation that the Teacher's credentials

have been approved by the institution issuing the Dual Credit. Programs must be approved by the administration and the institution issuing the college credit to District 88 Students. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

3. Teachers who already have Master's level coursework in their content area, but need a few more of the required courses would receive a prorated amount of the $3,800 non-compounding lump sum payment as listed above in Section D. 2 above. For example, a Teacher who already has three (3) Master's level courses, and only needs three (3) more Master's level courses, would earn a $1,900 non-compounding lump sum payment. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

4. Teachers who are on Scale VI and have already completed some credits towards Scale VII may complete the full eighteen-hour sequence. Teachers in the fifth (5th) year prior to retirement who are permitted to advance to Scale VII may receive a pro-rated lump sum payment of $211 (1/18th of the $3,800 lump sum payment) for each credit hour beyond Scale VII upon completion of the full sequence and confirmation that the Teacher's credentials have been approved by the institution issuing the Dual Credit. Teachers in the final four (4) years prior to retirement who are not permitted to advance to Scale VII because they are receiving retirement incentive increases shall receive the full $3,800 lump sum payment after completion of the full sequence and confirmation that the Teacher's credentials have been approved by the institution issuing the Dual Credit. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

E. ***Teachers looking to add an additional Endorsement to their PEL and are five (5) or less years from retirement*** pursuing an approved Endorsement course sequence leading to a Math, Biology, Chemistry, Earth and Space Science, Environmental Science, and 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, except that no credits shall be applied toward salary advancement for Teachers in the final four (4) years prior to retirement who are receiving retirement incentive increases. 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 lump sum payment 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. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

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 lump sum payment as listed above in Section E. 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 lump sum payment. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

5. Teachers who are on Scale VI and have already completed some credits towards Scale VII may complete the full eighteen-hour sequence. Teachers in the fifth (5th) year prior to retirement who are permitted to advance to Scale VII may receive a pro-rated lump sum payment of $211 (1/18th of the $3,800 lump sum payment) 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. Teachers in the final four (4) years prior to retirement who are not permitted to advance to Scale VII because they are receiving retirement incentive increases shall receive the full $3,800 lump sum payment after completion of the full sequence and after the District receives confirmation that the endorsement has been posted to the Teacher's PEL. This payment will be made in a lump sum, less all required withholdings and deductions, and shall be due and payable no earlier than sixty (60) days after the Teacher's last day of service, the Teacher's receipt of their final paycheck for regular earnings, or the Teacher's last paid day of work for the District, whichever occurs last; the Teacher shall have no actual or constructive right to such payment prior to such time.

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 Date: 6/30/2026

Union President

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

By: Date: 7/6/2026

Superintendent