

**MEMORANDUM OF UNDERSTANDING
PERTAINING TO
TEACHER RETIREMENT INCENTIVE**

This Memorandum of Understanding is entered into this 21st day of March, 2024 between the Board of Education of Midwest Central Community Unit School District No. 191 (“Board”) and the Midwest Central Education Association (“Association”).

Recitals

- A. The Board and the Association have entered into a Collective Bargaining Agreement (“CBA”).
- B. The contract provisions relating to the Early Retirement Incentive for teachers are in need of clarification to reflect the intent of the parties.
- C. The parties desire to enter into this Memorandum of Understanding to resolve any ambiguities.

Agreement

- 1. Recitals. The recitals set forth above are found to be true and correct.
- 2. Amendment. The fourth full paragraph of Section 7.19 of the Collective Bargaining Agreement pertaining to the teachers’ Early Retirement Incentive is amended as:

When a teacher discontinues an extra-duty assignment or other compensable duty in the retirement incentive years, the six percent retirement incentive will be based on the teacher’s credible earnings in the prior year less the pay for the extra duty assignment or other compensable duty. Teachers shall not be allowed to begin any extra-duty assignments in any school years in which they receive amounts under this early retirement incentive.

- 3. Complete Agreement. Except as set forth herein, the other terms of the Collective Bargaining Agreement shall remain unchanged.

AGREED AS OF THE DATE SET FORTH ABOVE.

Board of Education of Midwest Central
Community Unit School District No. 191

Midwest Central Education Association

By: Mark Z. Berg
Its: PRESIDENT

By: Jodi (Brodbuck) Fletcher
Its: CO-president