

**MEMORANDUM OF UNDERSTANDING
RETIREMENT INCENTIVE CREDITABLE EARNINGS;
OVERLOAD ASSIGNMENTS**

This Memorandum of Understanding (“MOU”) between the Board of Education of Community High School District 94, DuPage County (“Board”), and the West Chicago High School Teachers Association, Inc. (“WCHSTA”) is effective June 1, 2018 and shall be subject to the terms and provisions of the parties’ 2017-2021 Contractual Agreement (the “Collective Bargaining Agreement” or “CBA”). This MOU clarifies the determination of a teacher’s creditable earnings under Article 18 of the CBA, as well as a Member of the Bargaining Unit’s eligibility for an overload assignment. The terms of the MOU are as follows:

1. “Creditable earnings” as set forth in Article 18.A.3 of the CBA for the Base Year of a member of the bargaining unit who participates in the Teacher Retirement System Plan set forth in Article 18 of the CBA shall not include compensation received by a member of the bargaining unit for an overload assignment as defined in Article 6.H of the CBA (“overload assignment”).
2. The District shall not be required to offer an overload assignment to a member of the bargaining unit who has given his or her irrevocable notice of retirement pursuant to Article 18 of the CBA.

This MOU has been duly approved by each of the parties and has been executed by authorized representatives of the WCHSTA and the Board.

BOARD OF EDUCATION OF COMMUNITY
HIGH SCHOOL DISTRICT 94, DUPAGE
COUNTY

BY: _____

President

WEST CHICAGO HIGH SCHOOL
TEACHERS ASSOCIATION, INC.

BY: _____

President

Date: 6/19/2018

Date: 5/25/2018