

**COMMUNITY HIGH SCHOOL DISTRICT 94  
WEST CHICAGO, IL 60185**

**Memorandum of Understanding  
Retirement Notification Opportunity**

**WHEREAS**, the West Chicago High School Teachers' Association, Inc. (Association) and the West Chicago High School District 94 Board of Education (Board) have negotiated and ratified A Contractual Agreement for the years 2011-2014, and

**WHEREAS**, the 2011-2014 Agreement allows for Members of the Bargaining Unit to retire and be eligible for retirement benefits after ten (10) or more years of District 94 service, and

**WHEREAS**, the 2011-2014 Agreement requires that Members of the Bargaining Unit provide notice of intent to retire as of April 1 of the year prior to the year in which they intend to begin participation in the Retirement program, and


**WHEREAS**, the 2011-2014 Agreement was ratified by the WCHSTA, Inc. and approved by the Board of Education after the April 1 deadline, and


**WHEREAS**, the parties wish to provide an opportunity for Members of the Bargaining Unit to submit letters of intent to retire utilizing the 2011/12 school year as their first "notice year"

**NOW THEREFORE IT IS HEREBY RESOLVED**, that Members of the Bargaining Unit shall be permitted to submit letters of intent to retire, utilizing the 2011/12 school year as their first "notice year" under the following conditions:

1. Intent to Retire Letters are to be received by the Human Resources Office no later than Wednesday, February 29, 2011.
2. In the event that the use of the 2011/12 school year as the Member of the Bargaining Unit's first "notice year" creates a District financial penalty under the Teachers' Retirement System 6% retiree earnings cap, the Board retains the right to decline the Member of the Bargaining Unit's request. In such case, the Member of the Bargaining Unit would have the opportunity to re-submit his/her letter utilizing the 2012/13 school year as his/her first "notice year".
3. This Memorandum of Understanding shall be maintained by both parties and shall not be included in the text of the Contractual Agreement between the parties.

Signed and executed this 21<sup>st</sup> day of February 2012, by the representatives below on behalf of both parties:

  
\_\_\_\_\_  
President, West Chicago High  
School Teachers' Association, Inc.

  
\_\_\_\_\_  
President, Board of Education

2/16/12  
\_\_\_\_\_  
Date

2/21/12  
\_\_\_\_\_  
Date