

**MEMORANDUM OF UNDERSTANDING  
EXTENDING COLLECTIVE BARGAINING AGREEMENT FOR ONE YEAR**

This Memorandum of Understanding (“MOU”) is entered into by and between the Governing Board of the Special Education District of Lake County, Illinois (“SEDOL”) and the SEDOL Teachers’ Union (the “STU”) (collectively, the “Parties”).

**WHEREAS**, the STU is the sole and exclusive bargaining representative of all regularly employed licensed classroom and itinerant teachers and educators employed by SEDOL; and

**WHEREAS**, SEDOL and the STU are Parties to a collective bargaining agreement (the “Agreement”) set to expire on August 15, 2025, which sets forth the terms and conditions of employment for all bargaining unit members; and

**WHEREAS**, the Parties have agreed to extend the term of the Agreement until August 15, 2026, because it is in their best interests to postpone the bargaining of a multi-year successor agreement until the 2025-2026 school year.

**NOW, THEREFORE**, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. **Recitals.** The recitals set forth above are incorporated into this Section as if fully set forth herein.

2. **One-Year Extension.** The Agreement, including all language and any memoranda of understanding that were due to expire on August 15, 2025, is extended on year, up to and including August 15, 2026.

3. **Amendments.** For the 2025-2026 school year, the Agreement is amended as follows:

a. **Retirement Incentive:** Article VIII, Section U of the Agreement shall be amended as follows:

“To be eligible to participate in the Retirement Incentive Plan, a teacher shall have completed 5 years of teaching service to SEDOL upon the date of his/her resignation for the purpose of retirement. Additionally, the teacher must not have received a greater than 6%\* increase in creditable earnings for any of the years that will be used by TRS to calculate his or her final average salary.

If these requirements are met, a teacher who submits an irrevocable notice of intent to resign for the purpose of retirement to the Human Resources office in accordance with the guidelines below shall receive the following retirement incentive:

From August 16, 2022, until August 15, 2023, a teacher may elect to retire at the end of the 2023-2024, 2024-2025, 2025-2026 or 2026-2027 school term and receive up to four years of retirement incentive.

From August 16, 2023, until August 15, 2024, a teacher may elect to retire at the end of the 2024-2025, 2025-2026, 2026-2027, or 2027-2028 school term and receive up to four years of retirement incentive.

From August 16, 2024, until August 15, 2025, a teacher may elect to retire at the end of the 2025-2026, 2026-2027, 2027-2028, or 2028-2029 school term and receive up to four years of retirement incentive.

From August 16, 2025, until August 15, 2026, a teacher may elect to retire at the end of the 2026-2027, 2027-2028, 2028-2029, or 2029-2030 school term and receive up to four years of retirement incentive.

The retirement incentive shall be calculated by increasing the base salary paid to the retiring staff member during the prior year by five and one quarter percent (5.25%) for one, two, three or four years, depending on the length of retirement incentive selected. The teacher must actually work or use paid leave time to receive his/her salary and retirement incentive, any change in employment circumstances, such as transferring to a part-time from a full-time position, will result in an adjustment to the salary and retirement incentive.

Base salary is defined as salary plus longevity (if applicable) as shown on the compensation schedule.

In no event may such Teacher's total creditable earnings, as defined by ITRS, exceed six percent (6%) of the prior year's total creditable earnings such that the Board will incur funding liabilities on behalf of the teacher. A teacher shall not receive horizontal and vertical lane advancement in any year during which a retirement incentive is received. Should extra pay or duties result in an amount in excess of six percent (6%) in any retirement incentive year, adjustments will be made to such Teacher's salary so as not to exceed the six percent (6%) ITRS limit.

Nothing herein shall limit the right of the Board to offer additional retirement incentives to individual teachers. The Union shall consider any such additional incentives offered by the Board as non- precedential with respect to individual teacher and future contractual agreements between the Board and the Union.

Legislative Changes: In the event any legislation is enacted that would impose a penalty or any cost on SEDOL for providing this retirement incentive, the benefit shall cease to exist in its present form, for licensed members who submitted their notice of intent to retire under the terms of this 2022-2025 Agreement, effective upon the imposition of such penalty. However, prior to the cessation of the retirement incentive, the parties agree to reopen this Article VIII. U and bargain

over any modifications that would enable SEDOL to provide an alternative retirement benefit to licensed staff members. It is expressly understood that any such alternative retirement benefit shall not require SEDOL to incur any greater costs than are already contemplated under this Article.”

- b. **Compensation for Extended School Year:** Article VIII, Section X of the Agreement shall be amended as follows:

“Teachers/Social Workers/Psychologists/Speech Language Pathologists/Certified School Nurses

2022-2023: \$179 per day

2023-2024: \$182 per day

2024-2025: \$185 per day

**2025-2026: \$195 per day**

Such payment shall be based on a 4-hour work day.

Staff working ESY shall also be compensated for a total of 2 hours of preparation time based on the applicable daily rate.”

- c. **Lump Sum Bonuses:** Article VIII, Section Y of the Agreement shall be amended as follows:

~~“Returning staff members who were employed with SEDOL during the 2021-2022 school year and are on the salary schedule in 2022-2023 school year will receive a one-time lump sum bonus of \$500 in the 2022-2023 school year.”~~

~~Staff members receiving the longevity stipend during the 2022-2023 school year will receive a lump sum bonus of \$500 each year of this Agreement.~~

Staff members receiving the retirement incentive during the 2022-2023 school year will receive a one-time lump sum bonus of \$500 post-retirement, provided that they work through the date of retirement indicated on the notice of intent to retire.”

- d. **Salary Increases:** For the 2025-2026 school year, teachers shall be compensated in accordance with the Salary Schedule attached hereto as Exhibit A, which shall be added to the Agreement as Appendix F.

4. **Remaining Terms Still in Effect.** All other terms of the Agreement remain as they are and are in full force and effect through the extended term of the Agreement.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding by their duly authorized representatives.

**SEDOL TEACHERS' UNION, IFT-  
AFT/AFL-CIO**

By: Michael L. Clark  
STU President

Date: 6-4-2025

**GOVERNING BOARD OF THE  
SPECIAL EDUCATION  
DISTRICT OF LAKE COUNTY,  
ILLINOIS**

By: [Signature]  
Board President

Date: 6-4-25

**ATTEST**

By: Joanne Casmond  
Board Secretary

Date: 6-4-25

**SEDOL DISTRICT 825**  
**2025-26 Salary Schedule**

<b>STEP</b>	<b>BA</b>	<b>BA15</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>MA60</b> <b>QPE</b>
1	45,381	48,104	50,827	53,550	56,272	58,995	61,718
2	47,060	49,919	52,733	55,546	58,360	61,219	64,033
3	48,830	51,780	54,684	57,634	60,538	63,488	66,438
4	50,645	53,686	56,726	59,767	62,807	65,848	68,888
5	52,551	55,728	58,859	62,036	65,167	68,344	71,475
6	54,548	57,815	61,083	64,350	67,618	70,885	74,153
7	56,545	59,948	63,352	66,755	70,159	73,517	76,921
8	58,678	62,217	65,712	69,251	72,746	76,285	79,825
9	60,856	64,532	68,162	71,838	75,469	79,144	82,775
10	63,170	66,937	70,749	74,516	78,328	82,094	85,906
11		69,433	73,381	77,329	81,232	85,180	89,083
12		72,065	76,104	80,188	84,273	88,357	92,441
13		74,743	78,963	83,183	87,449	91,670	95,890
14		77,556	81,913	86,315	90,717	95,073	99,475
15		80,415	84,999	89,537	94,075	98,658	103,196
16			88,175	92,895	97,615	102,334	107,054
17			91,443	96,344	101,245	106,146	111,047
18			94,892	99,974	105,057	110,140	115,222
19			98,431	103,696	108,960	114,269	

<b>MA75 QPE15</b>	<b>MA90 QPE30</b>	<b>MA105 QPE45</b>	<b>MA120 QPE60</b>
64,441	67,164	69,887	72,610
66,846	69,660	72,519	75,332
69,342	72,292	75,196	78,146
71,929	74,969	78,010	81,050
74,652	77,783	80,960	84,091
77,420	80,687	83,955	87,222
80,324	83,728	87,132	90,490
83,320	86,859	90,354	93,893
86,451	90,081	93,757	97,388
89,673	93,485	97,251	101,063
93,031	96,979	100,882	104,830
96,525	100,610	104,649	108,733
100,110	104,331	108,597	112,817
103,877	108,234	112,636	117,038
107,734	112,318	116,856	
111,773	116,493		
115,948			