

MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT** ("MOA") is entered into this 17th day of February, 2026 between the **NAPERVILLE UNIT EDUCATION ASSOCIATION** (the "NUEA") and the **BOARD OF EDUCATION OF NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203** (the "Board" or "District") (collectively, the "Parties").

WHEREAS, The Board and the NUEA are parties to a collective bargaining agreement ("CBA") currently in effect through June 30, 2029; and

WHEREAS, the Parties wish to provide a one-time retirement incentive for certain eligible NUEA bargaining unit employees who retire effective at the end of the 2025-2026 school year; and

WHEREAS, the Parties sought to have a written agreement memorializing the terms of the one-time retirement incentive.

NOW THEREFORE BE IT RESOLVED, the NUEA and the District agree as follows:

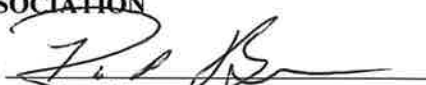
1. The foregoing recitals shall be considered a part of this MOA and shall be binding upon the Parties.
2. Section 6.13(A) of the CBA provides eligible employees who provide the irrevocable notice of retirement by February 1 of the year prior to the employee's final four years of employment prior to retirement reimbursement to a maximum of \$48,000 for premiums paid for participation in the TRS health insurance program (or for the Retirement System's Medicare supplement program, if eligible) and for participation in the District's group dental insurance program.
3. For the 2025-2026 school year only, the following eligible employees shall receive the full \$48,000 retirement benefit provided in Section 6.13(A):
 - a. Any employee who previously provided their irrevocable intent to retire under Section 6.13(A) of the CBA with a 2026 retirement date.
 - b. Any employee who meets the eligibility requirements of Section 6.13(A) and submits an irrevocable intent to retire in the TRS system by March 6, 2026, with their retirement to be effective at the end of the 2025-2026 school year, provided that their retirement does not require the District to pay a penalty (or increased contribution) for exceeding 6% increases of annual credible earnings for the calculation of final average salary. In this case, the insurance participation requirement will be reduced equal to the number of years the retirement date is accelerated.
 - c. Any eligible employee who had previous to the date of this MOA provided their irrevocable intent to retire with a retirement date effective at the end

of the 2026-2027 school year or thereafter shall have the option to submit an updated irrevocable letter of retirement by March 6, 2026, to update their retirement to be effective at the end of the 2025-2026 school year provided that their retirement does not require the District to pay a penalty (or increased contribution) for exceeding 6% increases of annual credible earnings for the calculation of final average salary.

4. Such employees who choose this option shall be eligible to receive the full \$48,000 retirement benefit.
5. All other eligibility requirements under Section 6.13(A) shall remain unchanged.
6. The Parties agree that this MOA will not in any way amend the CBA and the terms of this MOA will not in any way be deemed to create a status quo for any reason in the relationship between the parties.
7. This MOA sets forth all the promises, agreements, conditions, and understandings between the Parties relative to the subject matter hereof and there are no promises, agreements, or undertakings, either oral or written, expressed, or implied between them other than as set forth herein. No subsequent alteration, amendment, change, or addition to this MOA shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of them.
8. This MOA shall remain in effect unless modified by mutual written agreement of the parties or superseded by changes in applicable law. The terms of this MOA shall be enforceable as part of the CBA.
9. This MOA is effective immediately upon execution by the authorized representatives of the NUEA and District as set forth below.

IN WITNESS WHEREOF, the NUEA and District have caused this MOA to be executed by the signatures of their authorized representatives as set forth below.

NAPERVILLE UNIT EDUCATION
ASSOCIATION

By: 
President

Date: 2/17/26

BOARD OF EDUCATION OF NAPERVILLE
COMMUNITY UNIT SCHOOL DISTRICT
203

By: 
President

Date: 17 February 2026

ATTEST:

By: 
Secretary

Date: 17 February 2026