

FEA Reduction in Force and Recall Process MOU 2026

The Board of Education of the Freeport School District 145 (District) and Freeport Education Association (FEA) hereby agrees to waive Article III Section O 1-4 (excluding Section O1 e & f; O4 c & d) and agree to the expedited process in an effort to expedite the recall process for educators affected by a reduction in force during the spring of 2026.

Educators who lose their positions due to the reduction in force will be notified as soon as possible before as "anticipated" and after the board takes official action in April 2026 via a board resolution.

After notification to each impacted educator, the District will provide a list of open positions for transfer.

Educators will be recalled for open positions based on group rating and seniority date, so the most tenured educators in Group 4 will begin the recall process by choosing from open positions for which they are qualified.

Short-Term Approval

If an educator expresses interest in an open position that they are not qualified for and that no other RIFd educator is qualified for, the District will assist them in attaining their short-term approval with the Illinois State Board of Education and reimburse the employee for any processing fees. Short-term approval is for three years.

By March 1, 2027 and March 1, 2028, the teacher must notify Human Resources in writing of their desire to stay in the position or if they will be transferring to another position for which they have license in either the 2027-2028 or 2028-2029 school years. The district will communicate open positions from non-renewals, resignations, and anticipated retirements to any teachers impacted by the 2025-2026 RIF who take positions because of short-term approval.

If a teacher has earned at least a proficient rating on their most recent evaluation and would like to move their short-term approval to a permanent endorsement on their license, the District will pay for the classes (taken at a mutually agreed upon institution of higher education) needed for the attainment of the endorsement.

Transfers Post Recall

If a teacher accepts a position through the recall process and later wants to transfer to another open position, the teacher will have preference over teachers who were not recalled and the transfer process outlined in Article III Section O will be followed.

Both parties, the District and FEA, agree that this Memorandum of Understanding is not precedent-setting and only applies to teachers affected by the recall in the 2025-2026 school year and will expire at the end of the 2027-2028 school year. In the event that a Reduction in Force is needed during the 2026-2027 school year, this MOU can be renewed or revised by mutual agreement of both parties.

Martha Furst 4/21/26
Freeport School District 145 Board President Date

Kelly Everding 4/10/26
FEA President Date