EARLY RETIREMENT INCENTIVE

The Board of Education of Dupo Community Unit School District No. 196 is offering a one-time early retirement incentive program to the Dupo Federation of Teachers and Administrative Staff. In order to qualify for this one-time offer of an early retirement incentive program, an employee must submit an irrevocable letter of resignation in conformance with the following criteria:

1. The employee must be eligible to retire with TRS/IMRF on the effective retirement date at the end of the 2026-2027 or 2027-2028 school year. The District may require the employee to submit evidence of eligibility to retire from TRS/IMRF.

2. The irrevocable letter of resignation for retirement must be filed on or before January 1, 2027. The pre-retirement period will be assessed from June 1, 2026, through June 1, 2027, or from June 1, 2027, through June 1, 2028. Nothing in this program is intended to limit an employee's contractual ability to earn more than 6.0% above the previous year's TRS/IMRF creditable earnings.

3. Each Employee will only be eligible to receive the Early Retirement Incentive for one Contract Year (either June 1, 2026, through June 1, 2027 or June 1, 2027, through June 1, 2028). The irrevocable letter of resignation must specify what Contract Year the employee is retiring and therefore eligible to receive the incentive.

4. Aspects of the Plan for Certified Employees:

   a. The certified employee will remain on the salary schedule and will be paid according to the negotiated contract. On June 1, 2027 or June 1, 2028, the District will compare the teacher's TRS creditable earnings to his/her previous year's creditable earnings. The District will pay all the employees who are receiving a retirement benefit an amount to ensure the employee's TRS creditable earnings increase 6.0% over his/her previous year's TRS creditable earnings, based on the number of days the employee worked or received paid leave from one year to the next year (periods of unpaid leave will be removed from the calculation when determining the retirement benefit).

      For reference, any teacher who enters the retirement plan by submitting the above-referenced irrevocable letter of resignation prior to January 1, 2027, with a retirement date at the end of the 2026-2027 school year, will have their June 2027, TRS creditable earnings compared to their 2025-2026 TRS creditable earnings. The District will increase the teacher's creditable earnings accordingly, based upon this comparison. The same procedures will apply for the 2027-2028 school year.

   b. If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's 6.0% increase shall be reduced by the amount of the extra duty compensation.

c. The parties agree that if the legislature lowers the 6.0% allowable rate to a lower rate and this contract is not grandfathered and exempt from that change; the allowable rate for the retirement benefit under Article 6.10 of this contract shall be reduced from 6.0% to the allowable rate that is permissible which does not result in the District paying any additional pension costs to TRS.

5. Aspects of the Plan for non-certified employees:

   a. Non-certified employees shall receive a $1,000 post-retirement payment. This payment shall be issued 65 calendar days after the employee's last day of work or after the employee receives their last regular payroll, whichever is later. This payment shall not be considered IMRF-creditable earnings.

6. This agreement shall not constitute a past practice or custom and shall not require the District to approve the same or similar requests in the future.

Dated this __th day of October 2026

Executive Council

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Brad Weier, President

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Jennifer Donald, Secretary

Board of Education

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Linda Stoll, President

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Monte Miller, Secretary