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MEMORANDUM OF UNDERSTANDING

This February 12, 2026 Memorandum of Understanding ("MOU") is entered into by and between the Service Employees International Union Local 1 (hereinafter, the "Union") and Lemont SD 210.

The Union and Lemont SD 210 are hereinafter referred to as the "Parties" to this MOU.

Article XV- Retirement: As part of this MOU, the Parties state and agree as follows:

"Employees who reach the age of eligibility for Medicare prior to retirement shall receive a lump sum payment of \$2,500." (Retirement age of 62)

The Union and Lemont SD 210 the parties hereto acknowledge that this MOU shall be effective as of July 1, 2025 per the Collective Bargaining Agreement.

Both Parties agree and acknowledge that the added verbiage shall be consistent with CBA and will be added as permanent language later.

A handwritten signature in black ink, appearing to read "Genie Kastrup".

Union

Employer: Lemont SD 210