

FOR ACTION

**Lisle Community Unit School District No. 202
Board of Education Meeting
January 26, 2026**

SUBJECT: Approval of Agency Settlement Agreement

RECOMMENDATION: The administration recommends approval of the Settlement Agreement resolving an Equal Employment Opportunity Commission (EEOC) age discrimination charge.

BACKGROUND DATA: The EEOC charge relates to former language in the District's collective bargaining agreement with the Lisle Education Association that limited annual salary increases for certain teachers approaching retirement. After a federal court ruled that similar language used by another Illinois school district was unlawful, the District removed the provision and reviewed prior salary decisions to determine whether any employees were affected.

As part of that review, thirteen teachers were identified as potentially impacted. Two chose not to participate due to retirement-related considerations. The proposed settlement provides back pay to the remaining eleven teachers and resolves the EEOC charge without any admission of wrongdoing by the District.

FINANCIAL IMPACT: The total settlement cost is \$16,298 in backpay to eleven teachers, plus applicable TRS contributions. Attorney fees associated with this matter are covered by the District's insurance carrier.

SUGGESTED MOTION: That the Board of Education approve the Settlement Agreement resolving EEOC Charge No. 440-2024-09746 and authorize the Superintendent to execute the agreement on behalf of the District.