EARLY RETIREMENT INCENTIVE

The Board of Education of Dupo Community Unit School District No. 196 is offering a onetime 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 date of retirement. 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, 2026. The pre-retirement period will be assessed from June 1, 2025, through June 1, 2026. 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. 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, 2026, 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 increases 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, 2026, with a retirement date at the end of the 2025-2026 school year, will have their June 2026, TRS creditable earnings compared to their 2024-2025 TRS creditable earnings. The District will increase the teacher's creditable earnings, accordingly, based upon this comparison.

    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.

4. Aspects of the Plan for non-certified employee:

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

5. 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 2025

Executive Council	**Board of Education**
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Beth Lenz, President	Linda Stoll, President
______________________________	______________________________
Eric Leavitt, Secretary	Monte Miller, Secretary