

Memorandum of Understanding

2025-02

Retirement Planning Program Extension

Illinois Valley Community College (the College) and the American Federations of Teachers Local 1080 (the Federation) agree to the following:

- 1) The current CBA allows for an extension by mutual agreement by all parties before June 30, 2026 within the term of the CBA as per Article XIII Letter P of the current CBA. The Federation has asked for a one-time extension. This extension does not set a precedent for future retirement incentive programs, and in no way can be construed to require either party to make the same, similar or other adjustments in future documents. The Parties acknowledge that the terms of this MOU are based on the unique facts and circumstances set forth in this MOU.
- 2) It is understood by both parties this extension encompasses the following: "All Faculty, age fifty-five (55) or older at retirement and subject to item 1 of Article XIII Letter P, notifying the Board of Trustees by June 30, 2025 of their intention to retire by the conclusion of the academic year 2025-2026, will have their gross base salary for regular load increase to 5.9 percent for the academic years 2024-2025 (current year) and 2025-2026. The salary shall be increased by 5.9 year over year excluding overload compensation." Faculty eligibility for this extension will be governed by the priority criteria outlined in Article XIII Letter P item 7 of the current CBA if multiple individuals request this extension.
- 3) All other language in Article XIII Letter P of the current CBA will remain the same.
- 4) The Parties acknowledge that this MOU contains the entire agreement of the parties, and there are no promises, agreements or undertakings, oral or written, expressed or implied, between them other than as set forth herein. Any and all prior understandings or agreements inconsistent with the terms set forth herein are superseded by the terms of this MOU.
- 5) The Parties acknowledge that by agreeing to this MOU there is no need to re-open the current Collective Bargaining Agreement between the Parties.

AMERICAN FEDERATION OF
TEACHERS LOCAL 1810

By: Theresa D. Lee

Date: June 12, 2025

PRESIDENT
COMMUNITY COLLEGE DISTRICT 513

By: J. Man

Date: 6/12/25