

**Memorandum of Understanding
2025-01**

**Volunteer Retirement Incentive Plan, offered
from April 16, 2025 through June 30, 2025**

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

- 1) Faculty eligible for this plan can elect to participate in the Volunteer Retirement Incentive Plan (VRIP) offered to other College employees, pursuant to the terms of the VRIP, if they have not already submitted an irrevocable letter to the College per Article XIII Letter P of the current CBA.
- 2) It is understood by both parties that the Retirement Planning Program set forth within Article XIII, Section P of the current CBA, which shall expire according to the terms set forth in the CBA, has not been extended, and is not hereby extended by this MOU.
- 3) The Parties acknowledge that the terms of this MOU are based on the unique facts and circumstances set forth in this MOU. The Parties acknowledge that the arrangements set forth herein shall be non-precedential, and in no way can be construed to require either party to make the same, similar or other adjustments in future documents.
- 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 Any and all prior understandings or agreements inconsistent with the terms set forth herein are superseded by the terms of this MOU.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 College agrees to include the Federation during the planning stages of discussions related to College-wide retirement planning or incentive options. It is understood by both parties that such topics must be bargained prior to implementation for Federation members.
- 6) 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: _____

Date: June 12, 2025

PRESIDENT
COMMUNITY COLLEGE DISTRICT 513

By: _____

Date: 6/12/25