

MEMORANDUM OF UNDERSTANDING

MODIFICATION OF THE 2012-2016 TEACHERS' AGREEMENT, AS EXTENDED TO 2018, REGARDING THE GRANTING OF ADDITIONAL SICK LEAVE IN 2017 AND 2018

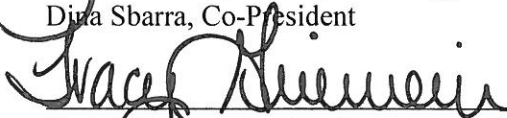
The Board of Education (the "Board") of Glen Ellyn School District No. 41 (the "School District") and the Glen Ellyn Education Association, IEA/NEA (the "Association") agree as follows with respect to modification of the 2012-2016 Teachers' Agreement, as extended to 2018, (the "Agreement") regarding the granting of additional sick leave in 2017 and 2018:

1. A teacher who would qualify for the retirement benefits set forth in Section 11.3(a) and (b) of the 2012-2016 Teachers' Agreement for resignation and retirement in either 2021 or 2022 and who submits the notice of resignation and intent to retire after August 1 and before March 1 of the fifth school year before retirement shall receive additional sick leave equal to the difference between the number of workdays as provided in Section 18.2 between the date of submission of the teacher's notice of resignation and retirement and the total number of accumulated sick leave days in the District, including any sick leave days to be earned under Section 8.1.
2. The maximum sick leave which may be received under this Section is 370. The teacher shall be notified within thirty (30) school days of the number of days granted and the total accumulated sick leave under this Section. The sick leave granted shall be available to use as of the date of receipt in the Central Services Office of the teacher's notice of resignation and intent to retire required in Section 11.2 above.
3. This Section does not impact the total number of sick leave days otherwise accumulated under Section 8.1. If a teacher retires less than five years after the teacher receives a grant of sick leave under this Section and the Board becomes subject to TRS penalties for excess sick leave, the Board shall pay the teacher \$1 for each day of sick leave granted under this Section and the teacher shall not claim service credit for such sick leave.
4. If after this payment the Board remains subject to TRS penalties for excess sick leave, the teacher shall not receive the post-retirement benefit otherwise provided for in 11.3(a) and (b) above. The sick leave granted under this Section shall be accounted for separately and available for use only after the teacher's already accumulated sick leave is used.
5. This grant of additional sick leave does not entitle a teacher to any of the other retirement benefits set forth in Section 11, nor does it preclude entitlement to such benefits in a successor agreement.

This Memorandum of Understanding shall be deemed dated and become effective on the date the last of the parties signs as set forth below and shall continue in effect for the remaining term of the Agreement.

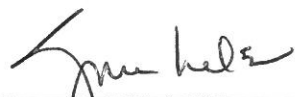
GLEN ELLYN EDUCATION ASSOCIATION

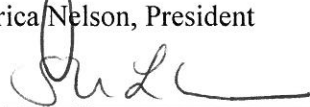

Dina Sbarra, Co-President


Tracy Guerrieri, Co-President

10-20-16
Date

BOARD OF EDUCATION


Erica Nelson, President


Stephanie Clark, Secretary

10-18-16
Date