

Memorandum of Agreement

One-Time Bonus in Recognition of 2020-2021 Performance

This Memorandum of Agreement is entered into between the Board of Education of Lincolnwood School District No. 74, Cook County, Illinois (“District” or “Board”) and Lincolnwood Teachers’ Association, Local 1274, IFT/AFT (“LTA” or “Association”). The Board and LTA have previously entered into a collective bargaining agreement for July 1, 2017, through June 30, 2021 (the “Current Agreement”), and are ratifying and approving a collective bargaining agreement for July 1, 2021, through June 30, 2025 (the “Successor Agreement”). The Association and the Board (collectively “the Parties”) hereby agree to supplement the Current Agreement as follows:

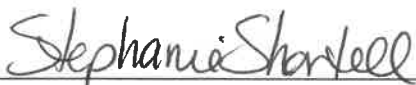
- 1) In recognition of the teachers’ extraordinary performance during the 2020-2021 school year, their engagement of students in both the classroom and in remote learning, and their assistance in keeping the schools of the District safely open for students during an unprecedented and challenging year in public education, the Board agrees to pay each full-time regularly-employed teacher a one-time bonus of One Thousand Five Hundred Dollars (\$1,500.00) at the end of the spring 2021 semester.
 - a) The amount of the bonus stated above is calculated before any required withholding amounts, such as taxes or retirement contributions. Each teacher shall be responsible for their own member contributions due to Teachers’ Retirement System of the State of Illinois (“TRS”) and Teachers Health Insurance Security Fund (“THIS”), which the District shall withhold from the bonus amount and remit to TRS and THIS, respectively.
 - b) This bonus shall be paid to full-time teachers who were present and participating in instructional activities for the 2020-2021 school year, except as noted in Section 2(a) below. The term “teacher” as used in this Memorandum shall be interpreted as defined in Section 1.3 of the Current Agreement to refer to all employees included in the bargaining unit. For individuals who are employed part-time in a teaching capacity, the amount of their bonus shall be prorated as a percentage of their full-time equivalent (FTE) teaching status.
 - c) This bonus shall be paid in one lump sum to employees, subject to all required withholding. It will be paid as a separate payment in addition to current payrolls.
 - d) This bonus is a one-time payment that will expire at the end of the 2020-2021 school year and will not be repeated in the future.
- 2) With regard to retiring teachers and creditable earnings treatment by TRS, the Parties agree as follows:
 - a) For individuals who have previously submitted an irrevocable letter of intent to retire and who are currently receiving the Service Recognition Benefit described in Section 15.14 of the Current Agreement and the Successor Agreement, this bonus shall not become due and payable until after the individual’s receipt of their final regular paycheck or last day

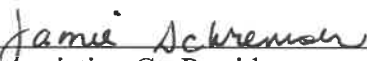
of work, whichever is later. The deferred amount shall be paid in a single lump sum at that time. The deferred amount may still be subject to required withholdings, such as taxes. The Parties acknowledge that this deferred amount will not be treated as creditable earnings by TRS.

- b) For individuals who submit an irrevocable letter of intent to retire and begin receiving the Service Recognition Benefit described in Section 15.14 of the Current Agreement and the Successor Agreement in the future, this bonus shall not be included in their base salary for the 2020-2021 school year or the calculation of their salary increases in subsequent years.
 - c) In the event that any retiring teacher who is not described in Section 2(a) or 2(b) above would exceed the 6% limit on increases in creditable earnings due to receipt of this bonus, then this bonus shall not become due and payable until after the individual's receipt of their final regular paycheck or last day of work, whichever is later. The deferred amount shall be paid as described in Section 2(a) above.
- 3) This Memorandum of Agreement is contingent upon the Association's ratification of the Successor Agreement and the Board's approval of the Successor Agreement during the spring 2021 semester. Should either Party fail to adopt the Successor Agreement at that time, requiring further negotiations, the Parties agree that this Memorandum shall have no effect.

The Parties agree that this Memorandum does not provide grounds to open the remainder of the Current Agreement or Successor Agreement for consideration of any other amendments or negotiations, and does not provide grounds to pay any other individual in a manner other than outlined above.


**LINCOLNWOOD TEACHERS'
ASSOCIATION**


Association Co-President
Stephanie Shortell


Association Co-President
Jamie Schremser

April 8, 2021
Date

**LINCOLNWOOD SCHOOL
DISTRICT NO. 74**


Board of Education President Scott Anderson


Board of Education Secretary, John P. Vranas

April 8, 2021
Date