

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT

This Addendum to Collective Bargaining Agreement ("Addendum") is entered into this 21st day of August, 2019 by and between the **Board of Education of Oak Grove School District No. 68** ("Board" or "District") and the **Oak Grove Federation of Teachers, Local 6447** ("Union") and amends the Collective Bargaining Agreement entered into by the parties on May, 29, 2019 ("CBA").

Recitals

- A. The Board and the Union (collectively referred to herein as the "Parties") recently concluded negotiations on the CBA which will be in effect for the next three years; and
- B. The Parties have observed that the teacher shortage in Illinois has made it more difficult for the District to recruit and retain a sufficient number of highly qualified licensed professional staff;
- C. The Parties have agreed that it is in the best interest of the District and its licensed professional staff for the District to begin paying a portion of the required member contributions to the Teachers Retirement System of Illinois ("TRS"); and
- D. For the duration of the CBA, the Board agrees to provide additional compensation to its licensed professional staff in accordance with this Addendum to Collective Bargaining Agreement.

NOW THEREFORE in consideration of the recitals set forth above and the following covenants and conditions, the Parties agree as follows:

Agreement

1. Recitals Incorporated by Reference. The recitals set forth above are found to be true and correct.
2. Portion of Required TRS Contributions to be paid by the Board. Except as set forth in Section 3 below, beginning July 1, 2019, the Board agrees to pay 2% (2.02041% compounded) toward the licensed professional staff members' required contributions to TRS.
3. Exceptions for Employees Receiving Retirement Incentive Payments. In an effort to avoid TRS penalties, the Board shall not pay any member TRS contributions for those employees receiving 6% increases during the 2019-2020 school pursuant to the Retirement Program outlined in Section 9.6 of the CBA. Instead, the Board shall pay to those employees a monetary sum equal to \$500 per year for each remaining year they

receive the retirement incentive beginning with the 2019-2020 school year. This amount shall not constitute TRS creditable earnings and shall be paid to the retiring teacher no sooner than 30 days after his or her last regularly scheduled paycheck.

AGREED as of the date set forth above.

The Board of Education or Oak Grove School District No. 68

Date

Matthew R. Bender

8/21/19

The Oak Grove Federation of Teachers, Local 6447

Date

Debbie Martin

8/21/19