

APPENDIX R
MEMORANDUM OF UNDERSTANDING

TRS/Sick Day Limit Exception: August 13, 2003

The following constitutes an agreement between the Springfield Education Association and District 186 regarding an exception to the contractual limitations of accumulated sick leave and annual allotments specified in Section 8.1.

As an exception to the contractual limitations of accumulated sick leave and annual allotments specified in Section 8.1 of the current agreement, the parties agree that under the conditions expressed below, an employee can apply for and the board will disregard the district sick leave cap and award additional sick leave days for a teacher wishing to qualify for up to two years of service credit toward retirement pursuant to the Downstate Teachers' Retirement System (TRS) rules and regulations:

1. Additional sick leave days awarded pursuant to this agreement will not be applicable to the contractual early out retirement provisions of Article VI, Salary and Related Economic Benefits;
2. To be eligible for additional sick leave days, a teacher must provide written notice of his/her intent to retire to the Human Resources Department prior to March 1 of either the year prior to his/her last or next to last year of employment;
3. Additional sick leave days will be awarded in an allotment on the first day of the work year following a notice of intent to retire so that the total of contractual annual allotment and additional sick days will equal the number of sick days creditable under TRS Rule 1650.360;
4. The Board has the option of rejecting applications if there are ERO costs and will judge all applications from the perspective of achieving mutual economic gain for the district and employee;
5. For the years 2008-2009 and 2009-2010, to be eligible for additional sick days, a teacher must provide written notice of his/her intent to retire to the Human Resources Department prior to September 2, 2008 for the 2008-2009 year and by March 1, 2009 for the 2009-2010 year. The additional days will equal the number of sick days creditable under TRS Rule 1650.360.