

MEMORANDUM OF UNDERSTANDING

Between

Oak Park Elementary District #97 ("Employer")

And

Oak Park Teachers' Assistants Association, IEA/NEA ("Union")

This Memorandum of Agreement ("Agreement") is entered into by the parties regarding the Retirement Benefit notification date.

The Employer and the Union agree to the following:

- 1) The retirement notice date provided in Section 9.7C of the 2013-2016 OPTAA Collective Bargaining Agreement shall be extended to thirty (30) days following final ratification of a successor agreement between the Employer and the Union.
- 2) This MOU is non-precedential, does not establish a practice and does not waive the rights of the Union or the District in the future.
- 3) Nothing in this Memorandum of Agreement in any way negates, modifies, changes or supplements any provision of the parties' collective bargaining agreement except as spelled out in this Memorandum of Agreement.

Myra Patricia Sullivan 2/18/2016

For the Union

Date

James Mate 2/23/16

For the Employer

Date