

## Memorandum of Agreement

Articles 28.1.d and 42.1.d having been eliminated from the Collective Bargaining Agreement between the University and the University Professionals of Illinois (UPI), the parties agree as follows for purposes of addressing Irrevocable Elections to Retire (IER). This MOA will expire December 31, 2026 (with the understanding no previously-elected benefits elected as described below will be terminated simply due to the expiration of this MOA).

In an effort to ensure proper succession planning and to help the University plan for employee separations, if an employee signs an irrevocable election to retire (IER) agreement prior to September 1, 2026, they will receive 6% basic salary increases each year for up to two years, the first of which to include the current year (2026-2027), prior to their retirement date (IER's can only extend up to 24 months prior to retirement). During this period (from the time the IER is submitted up until the date of retirement), the individual faculty member will not be eligible for any additional salary increases, including those described in 28.1.a and 28.1.b and increased overload assignments. Exceptions to the above include increased overload assignments based on program need and increased overload assignments based on roles and responsibilities provided ACEs in workload equivalency documents. Increased overload assignments will require approval of the individual's dean and area vice-president.

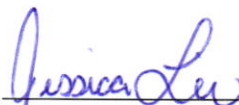
The above Memorandum of Agreement has been agreed upon by the parties on the following dates:



Dr. Merrill Cole

UPI President

Date: 6/17/26



Dr. Jessica Lin

Associate Provost/Contract Negotiator

Date: 6/17/26

