

MEMORANDUM OF UNDERSTANDING
RE: LIFE INSURANCE

The Board of Education of Elmwood Park Community Unit School District No. 401 ("the Board") and the Elmwood Park PSRP Council, West Suburban Teachers' Union, Local No. 571, IFT-AFT ("PSRP") hereby agree as follows:

1. The Board and PSRP are parties to a collective bargaining agreement for the time period from 2022 to 2025 ("the CBA").
2. Section 12.2 of the CBA addresses term life insurance.
3. The Board and PSRP agree that Section 12.2 shall be amended as follows, effective July 1, 2022:

The Board of Education shall offer term life insurance ~~in the amount of \$15,000~~ for full-time employees, with a benefit amount equal to each employee's salary, but not to exceed \$50,000. Premiums will be paid by the Board.

4. The Board and PSRP agree that this Memorandum of Understanding shall not obligate the Board or PSRP to agree to a similar arrangement in the future or in another case, shall not negate or modify any provision of the CBA except as addressed herein, and shall not require either party to bargain over any provision of the CBA during the term of the CBA, unless such bargaining is otherwise required by law.
5. The terms and provisions of this Memorandum of Understanding shall not be deemed a violation or misapplication of the terms of the CBA.
6. To the extent of any conflict or inconsistency between this Memorandum of Understanding and the CBA, the provisions of this Memorandum of Understanding shall control.

BOARD OF EDUCATION OF ELMWOOD PARK
COMMUNITY UNIT SCHOOL DISTRICT NO. 401

By: Frank Parisi
President

Date: 5-18-22

Attest: Alex Capraro
Secretary

Date: 5-18-22

ELMWOOD PARK PSRP COUNCIL, WEST SUBURBAN TEACHERS' UNION,
LOCAL NO. 571, IFT-AFT

By: [Signature]
on behalf of the President

Date: [Signature]

Attest: [Signature]
on behalf of the Vice President

Date: 5-18-22