

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (the “MOA”) entered into this 12th day of October 2023 between Oak Park and River Forest High School District 200 Board of Education (the “Board”) and the Faculty Senate, IEA/NEA (the “Union”) (collectively, “the Parties”).

WHEREAS, the parties seek to amend Article 18, Section A “Medical Insurance” of the 2022-2027 Collective Bargaining Agreement with the Faculty Senate as part of an effort to mitigate increasing insurance costs.

NOW THEREFORE BE IT RESOLVED; the parties agree as follows:

1. Starting January 1, 2024, the District will replace the current PPO Low medical plan with a new traditional PPO medical plan.
2. The District will underwrite the cost of the traditional PPO health insurance coverage for eligible participating qualified faculty in an amount equal to 89% of employer premiums for single coverage and 83% of premiums for dependent coverage. For all other plans, the District will underwrite the cost of health insurance premiums at 92% of employer premiums for single coverage and 86% for dependent coverage.
3. Any member who in accordance with Article 18, Section A previously received a one-time cash payment as an incentive for moving from PPO low to another plan, would be permitted to enroll in the new traditional PPO plan.
4. Effective January 1, 2024, the District will discontinue the financial incentive for moving from PPO low to another plan.
5. The terms of this MOA shall only apply through the end of the term of the current CBA and nothing in this MOA is intended, nor shall it be interpreted as, creating a status quo or precedent as to Article 18 or any insurance provisions of a successor CBA.
6. Except as stated in this MOA, all other terms of the current CBA shall remain in full force and effect through the term of the current CBA.

7. Nothing in this Memorandum of Understanding is intended, nor shall it be construed as, constituting individual bargaining in violation of the Illinois Educational Labor Relations Act.
8. Nothing in this Memorandum of Understanding is intended, nor shall it be construed as establishing a past practice or course of dealing binding upon the parties beyond the term of the CBA.

IN WITNESS WHEREOF, the Union and the Board have caused this Agreement to be executed by the signatures of their authorized representatives as set forth below.

Faculty Senate, IEA/NEA

By: 
Sheila Hardin, Chairperson

Dated: 11 October 2023

**Board of Education,
Oak Park and River Forest High School
District 200**

By: 
Tom Cofsky, Board President

Dated: 10/12/23