

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**The Board of Education of Township High School District 113**  
**and the District 113 Education Association, IEA-NEA (DEA)**

Start Date for Health Insurance Coverage Upon Hire

This memorializes the agreement between the Board of Education of Township High School District 113 (“Board”) and the District 113 Education Association, IEA-NEA (DEA) regarding the starting date for health insurance coverage for newly hired licensed staff members (LSMs).

Article XIV. A.2 provides that coverage for newly hired LSMs under the District’s group life, accidental death and dismemberment, health, and dental insurance will start upon the first day an LSM reports to work. After consultation with the District’s insurer, the parties have determined that such insurance coverage will instead commence on the 16th day of the month in which the LSM completes their first day of work with the District. Accordingly, LSMs who meet the FTE requirement to receive insurance benefits and start their employment on August 8, 2024 (the first day of New Teacher Orientation) shall receive insurance coverage starting on August 16, 2024; the start date for insurance coverage for newly hired LSMs for the 2025-2026 school year, where the first day of New Teacher Orientation is August 7, 2025, will be August 16, 2025. If an LSM has a start date after the 16<sup>th</sup> of the month in which their employment begins, their group health coverages will begin the 16<sup>th</sup> of the month following their start date.

This provision shall remain in effect for the duration of the current collective bargaining agreement between the parties.

BOARD OF EDUCATION,  
TOWNSHIP HIGH SCHOOL  
DISTRICT 113

DISTRICT 113 EDUCATION  
ASSOCIATION, IEA-NEA

By: \_\_\_\_\_  
President, Board of Education

By: \_\_\_\_\_  
DEA President

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_