MEMORANDUM OF UNDERSTANDING
Board Provided Post-Retirement Health Insurance Coverage

This Agreement is entered into on the dates set forth below by and between the Board of Education of Community Consolidated School District 62 ("District") and the Custodial and Maintenance Association ("Association"), collectively referred to as the "parties."

Whereas, the District and the Association are parties to the 2014-2019 Collective Bargaining Agreement; and

Whereas, members of the Association have presented a request for Board of Education to provide post-retirement health insurance in exchange for retirement earlier than their submitted retirement date that has been accepted by the Board of Education; and

Whereas, Association members that had submitted their intent to retire prior to January 30, 2015, under Article VIII, paragraph 8.13.2 Retirement Incentive Plan, Option 2 Pre-Retirement Creditable Earnings Increase of the current Collective Bargaining Agreement (CBA) would voluntarily separate service from the District early, releasing the District from any further retirement incentive payment, or hourly wages; and

Whereas, Association members would need to submit their intent to voluntarily separate service from the District early, and receive the Board of Education provided post-retirement health insurance coverage prior to 4:00 P.M. on June 15, 2017; and

Whereas, the notice of intent to voluntarily separate service from the District early is irrevocable and shall note the month the Association members will separate service and the date the Board provided post-retirement health insurance coverage will begin; and

Whereas, eligible Association members that had submitted their notice of intent to voluntarily separate from the District as early as June 30, 2017, but no later than December 31, 2018 would receive their current (as of January 1, 2017) health insurance coverage, provided at no cost to the Association member by the Board of education for each full month after separation of service through June 30, 2019; and

Whereas, the parties met during the 2016/17 school year to discuss changes to be made to the current Collective Bargaining Agreement (CBA) related to post-retirement Board of Education provided health insurance coverage in exchange for the early voluntary separation of service from the District for eligible Association members.

Now, therefore, the parties have agreed to amend 2014-2019 Collective Bargaining Agreement to include an option for post-retirement Board of Education provided health insurance coverage in exchange for the early voluntary separation of service from the District for eligible Association members per this Memorandum of Understanding.

This agreement is a onetime opportunity and shall not be construed in future negotiations as precedent setting.

This Memorandum of Understanding is made part of the 2014-2019 Collective Bargaining Agreement thus adding to the current contract language. It will become effective upon signing by both parties.
Notwithstanding the agreed-upon modification stated in this Memorandum of Understanding, as stated herein, all other provisions of the 2014-2019 Collective Bargaining Agreement remain in full force.

Des Plaines Community Consolidated School District 62

By:  
Stephanie Duckmann
For the District

Date: 5/15/17

Custodial and Maintenance Association

By:  
For the Association

Date: 5/17/17