

**Memorandum of Understanding between South La Grange School District 105
and
Educational Support Professional Association 105 – IEA/NEA**

The 2021-2025 Negotiated Agreement (hereinafter “CBA”) between the Board of Education of South La Grange District 105, Cook County, Illinois (the “Board”), and the Educational Support Professionals’ Association 105 (“ESPA”), collectively the “Parties”, includes a section of the contract (11.1) that addresses Health Insurance for employees.

The parties have met and agreed to change section 11.1.

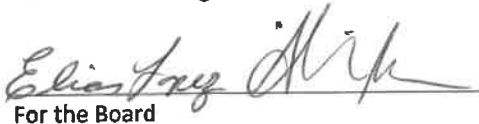
The purpose of this memorandum of understanding (hereinafter “MOU”) is to reflect the Parties agreement as to the Insurance Benefits that are offered to current and new employees with an implementation date of July 1, 2023.

	Year 1	Year 2	Year 3	Year 4	Year 5
Single % Paid by the Board of Education	50%	60%	70%	80%	90%
Family % Paid by the Board of Education	18%	22%	26%	29%	33%

Any employee currently employed with District 105 will receive insurance benefits commensurate to years of service to the district as listed above.

Ex: Employed for 3 years, employee would have 70% of single insurance paid and 26% of family insurance paid.

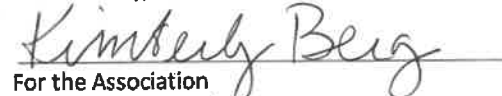
For South La Grange School District 105


For the Board

12-19-2022

Date

For the Educational Professionals’ Association 105
Cook County, Illinois IEA/NEA


For the Association

12/19/2022

Date