

## MEMORANDUM OF UNDERSTANDING

The Belleville Township High School Board of Education, District 201 and the District 201 Operating Engineers agree to extend the current Collective Bargaining Agreement to June 30, 2024 with the following changes:

For the 2021-2022 school year, the District will increase the 2020-2021 salary schedule by 2.5%. The salary schedule for 2021-2022 is attached as Appendix A.

For the 2022-2023 school year, the District will increase the 2021-2022 salary schedule by 2.5%. The salary schedule for 2022-2023 is attached as Appendix B.

For the 2023-2024 school year, the District will increase the 2022-2023 salary schedule by 2.5%. The salary schedule for 2023-2024 is attached as Appendix C.

## II INSURANCE

The Board agrees to provide comprehensive major medical insurance for each employee and/or dependents. The Board will pay for insurance up to Six Hundred Seventy-One and 00/100 Dollars (\$671.00) per month, and the Board and employee shall share equally in any cost in excess of those amounts. In addition to the payment for health insurance, the Board will pay a maximum of 50% of the cost of the Employee and Family coverage under the Egyptian Trust Dental High Plan (or equivalent) voluntary dental insurance plan made available by the Board.

Included in the above coverage shall be a major medical provision with a lifetime maximum benefit in effect by Egyptian Trust or applicable law. The District shall provide each employee with access to a document outlining coverage under the health insurance plan. (<http://www.egtrust.org/>) Term life insurance in the amount of Ten Thousand and 00/100 Dollars (\$10,000.00) shall be provided for the employee only.

The District's Insurance Committee shall be empowered to review and make recommendations on how the District should vote in the Egyptian Trust regarding any changes in health coverage. In the event the District leaves the Egyptian Trust, the District's insurance committee shall be empowered to review and make changes in health coverage at the time for renewal of the District's policy. These changes shall be with approval of the Union.

Subject to the approval of the insurance carrier, retired bargaining unit members may participate in the group insurance program, for any insurance coverage they have at the time of retirement, until eligible for Medicare, by paying their own premium at the rate paid by the District.

The District will add five (5) additional days to the retirement bonus for twenty (20) or more years of service, at least twenty-five (25) years of service, and thirty (30) or more years of service as listed below:

**X RETIREMENT BONUS**

Upon death or retirement, a retirement bonus shall be paid based on the number of years of service in the district and the employee's current daily rate. Payment upon bona fide retirement or death shall be at the following rate.

Years of Service to the District	Number of Days to Pay
At least ten (10)	45.0
At least twelve (12)	54.0
At least fourteen (14)	63.0
At least sixteen (16)	72.0
At least eighteen (18)	81.0
<b>Twenty (20) or more</b>	<b>95.0</b>
<b>At least twenty five (25)</b>	<b>105.0</b>
<b>Thirty (30) or more</b>	<b>115.0</b>

**IN WITNESS WHEREOF**, the parties hereto have duly executed this Memorandum this 18<sup>th</sup> day of December, A.D., 2019.

BELLEVILLE TOWNSHIP HIGH  
SCHOOL DISTRICT #201

Carl J. Schuch  
President, Board of Education

Kim Ellison  
Kim Ellison, Secretary  
Board of Education

DISTRICT 201  
OPERATING ENGINEERS

Kevin J. Samuel  
ENGINEER

Jeffrey A. Krumm  
ENGINEER

Nick Allen  
ENGINEER

Michael Jones  
ENGINEER