

MEMORANDUM OF UNDERSTANDING

The Belleville Township High School Board of Education, District 201 and the Service Employees Union, Local No. 116 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
Twenty (20) or more	95.0
At least twenty five (25)	105.0
Thirty (30) or more	115.0

XVII UNION MEMBERSHIP

All new full-time permanent employees in job classifications covered by this Agreement may become members of the Service Employees' Union at the expiration of a ninety (90) day period, dating from date of employment.

The Board hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment of all maintenance men and custodians in the employ of School District #201.


The employer shall honor employees' individually authorized dues deductions forms, and shall make such deductions from the employee's weekly payroll in the amounts certified by the union for union dues, assessments, or fees. Employees that have executed a union dues deduction form may only revoke their authorization to withhold union dues between September 1 and October 1 each year. Employees that have not executed a union dues deduction form may only submit a dues deduction authorization form between September 1 and October 1. Newly hired employees will have 30 calendar days from the first day of work to complete a dues deduction authorization form and failure to do so will preclude the employee from authorizing dues deductions until the next open enrollment period (September 1 to October 1).

The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.

IN WITNESS WHEREOF, the parties hereto have duly executed

this Memorandum this 21st day of October, A.D., 2019.

BELLEVILLE TOWNSHIP HIGH
SCHOOL DISTRICT #201




President, Board of Education

SERVICE EMPLOYEES LOCAL
UNION #116



President, Service Employees Union



Kim Ellison, Secretary
Board of Education



Secretary, Service Employees Union