

Memorandum of Agreement
Between the Board of Education of Rockdale School District 84 and the
Rockdale Council of the American Federation of Teachers, Local 604 (R.C.A.F.T.)

Retiring Reading Specialist's Employee Contribution Amounts for Medical Insurance

Section 9.1 ("Hospitalization and Life Insurance Benefits") of the R.C.A.F.T.'s 2019-2023 collective bargaining agreement provides that "[t]he school district will pay for teacher hospitalization and life insurance benefits at an 80/20 percent ratio. That is, the district will pay 80% of all costs and the teacher will pay 20% of all costs. The district will pay family coverage at the ratio of 77/23. These ratios will be in effect for the term of this agreement." This agreement, including Section 9.1, has previously been extended to cover the 2023-2024 and 2024-2025 school years as well.


R.C.A.F.T. member, Janet Graham, is currently employed as a reading specialist and will retire from the District at the conclusion of the 2023-2024 school year. In consideration of Janet Graham providing after-school tutoring services, in addition to fulfilling her reading specialist duties, until she retires from the District, the parties to this Memorandum of Agreement agree as follows:

1) Employee Contribution Amounts for Medical Insurance

Notwithstanding Section 9.1 of the R.C.A.F.T. agreement, for the 2021-2022, 2022-2023 and 2023-2024 school years, Janet Graham will make no employee contributions for medical (*i.e.* "hospitalization") insurance, so long as she provides after-school tutoring services, in addition to fulfilling her reading specialist duties, during each of those school years.

2) Non-Precedential Effect of Memorandum of Agreement

The terms of this Memorandum of Agreement shall apply only to [Janet Graham] and no other R.C.A.F.T. member, and shall expire upon Janet Graham's retirement from the District and be of no further force or effect beyond that date. Furthermore, the terms of this Memorandum of Agreement shall be non-precedential in all respects and cannot be used by any party in collective bargaining agreement negotiations or grievance / arbitration proceedings commenced after the last date set forth below.



R.C.A.F.T. 9/23/21
Date



Board of Education 9-22-21
Date



Janet Graham 9/23/21
Date

1. The first part of the document is a letterhead containing the name of the organization and the date of the document.

2. The second part of the document is a list of items that are being discussed or reviewed.

3. The third part of the document is a detailed description of the items listed in the previous section.

4. The fourth part of the document is a summary of the findings or conclusions of the review.

5. The fifth part of the document is a list of recommendations or suggestions for improvement.

6. The sixth part of the document is a list of references or sources used in the document.

7. The seventh part of the document is a list of appendices or additional information.

8. The eighth part of the document is a list of footnotes or additional comments.

12/22/00
made by Peter