

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND  
JACKSONVILLE SUPPORT STAFF ASSOCIATION, IEA/NEA (JSSA)**

**SUBJECT: Dependent Coverage Health Insurance Premiums/Insurance Buyout Bonus**

**WHEREAS**, the Jacksonville Support Staff Association, IEA-NEA, hereinafter referred to as “JSSA” and the Board of Education of Jacksonville School District #117, hereinafter referred to as “the Board,” are parties to a collective bargaining agreement, hereinafter “CBA,” effective July 1, 2023 through June 30, 2026;

**WHEREAS**, the Parties hereto agree to memorialize the terms and conditions of their Agreement in this Memorandum of Understanding (MOU);

**NOW THEREFORE**, the Jacksonville Support Staff Association, IEA/NEA and the Board of Education of Jacksonville School District #117 do hereby agree to this Memorandum of Understanding on the following terms and conditions:

1. The above recitals are incorporated into this MOU as if they had been restated verbatim.
2. The terms and conditions of this MOU shall be effective upon execution and approval of this MOU by both Parties and shall terminate on June 1, 2024, or pursuant to prior written agreement of the Parties, whichever occurs first.
3. The parties agree that during the 2023-2024 school year, the Board shall have the right to pay a \$1,000 bonus to those employees who choose by the deadline of September 15, 2023, to opt out of health insurance coverage if they provided proof they were covered under other insurance. The bonus will be paid on the October 31, 2023 pay.
4. The parties further agree that during the 2023-2024 school year, the Board shall have the right to utilize the money in the pool from those employees who opted out of medical coverage, to pay for employees covering dependents for up to twelve (12) paychecks. The health insurance premiums for staff with dependent coverage will be covered for the following pays:

October 31, 2023	November 15, 2023
November 30, 2023	December 15, 2023
December 29, 2023	January 12, 2024
January 31, 2024	February 15, 2024
February 29, 2024	March 15, 2024
March 29, 2024	April 15, 2024

Since, health insurance premiums are pre- tax deductions, those employees benefiting will pay tax on these amounts for the twelve (12) pay periods.

5. This MOU shall become null and void at the conclusion of the 2023-2024 school year.
6. This MOU contains the complete understanding of JSSA and the Board.
7. This MOU may be modified only by written agreement of the parties.

Executed this \_\_\_<sup>th</sup> day of October 2023.

Jacksonville Support Staff Association (JSSA),  
IEA/NEA

By: Andrea Cully  
Andrea Cully, President

By: \_\_\_\_\_

Jacksonville School District 117,  
Board of Education

By: Noel Beard  
Noel Beard, President

By: Teresa Wilson  
Teresa Wilson, Secretary