MEMORANDUM OF UNDERSTANDING
Between
THE BOARD OF EDUCATION OF PLAINFIELD COMMUNITY CONSOLIDATED SCHOOL DISTRICT 202
and
THE ASSOCIATION OF PLAINFIELD TEACHERS, IEA-NEA

13.1 – HEALTH, MAJOR MEDICAL, HOSPITALIZATION AND DENTAL

The Board of Education (the “Board”) of Plainfield Community Consolidated School District No. 202 (the “School District”) and the Association of Plainfield Teachers (“APT”) agree that the health, major medical, hospitalization and dental set forth in Article 13.1 of the 2017-2022 Collective Bargaining Agreement (“Agreement”) will be modified as follows:

a. Employee Premiums

Each teacher shall pay the relevant percentage of the total premium for the health insurance plan chosen, based on eligibility, as set forth below. Teacher insurance contributions will be deducted equally over 24 pay periods.

1. HMO Plan

<table>
<thead>
<tr>
<th>HMO</th>
<th>Employee</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>10%</td>
<td>90%</td>
</tr>
<tr>
<td>Family</td>
<td>15%</td>
<td>85%</td>
</tr>
<tr>
<td>Employee +1</td>
<td>15%</td>
<td>85%</td>
</tr>
</tbody>
</table>

2. PPO Plan

<table>
<thead>
<tr>
<th>PPO</th>
<th>Employee</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>12%</td>
<td>88%</td>
</tr>
<tr>
<td>Family</td>
<td>16%</td>
<td>84%</td>
</tr>
<tr>
<td>Employee +1</td>
<td>16%</td>
<td>84%</td>
</tr>
</tbody>
</table>

3. HSA PPO

<table>
<thead>
<tr>
<th>HSA PPO</th>
<th>Employee</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>12%</td>
<td>88% + $1000.00/yr.</td>
</tr>
<tr>
<td>Family</td>
<td>16%</td>
<td>84% + 2000.00/yr.</td>
</tr>
<tr>
<td>Employee +1</td>
<td>16%</td>
<td>84% + 2000.00/yr.</td>
</tr>
</tbody>
</table>

Increases in teacher insurance contributions resulting from an increase in the total insurance premium will take effect annually on January 1.

The Board shall make available dental insurance coverage, both individual and family coverage. The cost of the individual dental insurance premium shall be
shared equally (i.e. 50-50) by the Board and the teacher electing such coverage. The cost of family coverage shall be the responsibility of the teacher electing such coverage, less the Board contribution for single coverage.

b. Eligibility for Insurance Plans

Teachers employed by the District prior to January 1, 2018, who have not elected District insurance coverage, will be able to elect the HSA, PPO or HMO coverage.

Teachers employed by the District prior to January 1, 2018, who elect HSA coverage, may elect to revert to his or her prior coverage at the next open enrollment after maintaining HSA coverage for one year. Thereafter, such teachers are no longer eligible for the PPO or HMO plans.

Teachers hired after January 1, 2018, will be eligible to elect the HSA PPO or HMO plan.

Two teachers married to each other or in a legally recognized civil union may choose between two (2) individual health insurance plans, employee plus one or one family health insurance plan.

Except for the modifications noted above, all other terms and conditions of the Collective Bargaining Agreement between the Board of Education and the Association of Plainfield Teachers (effective 2014-2017) shall remain in full force and effect pursuant to the terms of such Agreement.

This Memorandum of Agreement was agreed upon on by the Board of Education of Plainfield Community Consolidated School District 202, Will and Kendall Counties, Illinois, and the Association of Plainfield Teachers (“APT”), IEA-NEA, on the 19th day of August, 2019.

ASSOCIATION OF PLAINFIELD
TEACHERS, IEA/NEA

By: [Signature]
President

Attest: [Signature]
Secretary

BOARD OF EDUCATION OF
PLAINFIELD COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT NO. 202, WILL AND
KENDALL COUNTIES

By: [Signature]
President

Attest: [Signature]
Secretary