



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams, Superintendent
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: January 13, 2026
Re: RIEA MOU - Group Health Insurance Upon Retirement

The Rock Island Education Association (RIEA) submitted a formal request for reimbursement on behalf of Megan Delp, who resigned from the District at the conclusion of the 2024–2025 academic year. In response to this request, the Assistant Superintendent of Human Resources and the Chief Financial Officer conducted a comprehensive review of applicable Board policy, past practice, and relevant collective bargaining agreement (CBA) language governing health insurance benefits for teachers who resign from the District.

This review revealed inconsistencies in the administration of health insurance benefits upon resignation. As a result, this Memorandum of Understanding (MOU) is being executed to provide clarity and ensure consistent administration of health insurance benefits for teachers who resign at the end of a school year. The intent of the MOU is to reduce the likelihood of future disputes and to promote equitable treatment of employees.

The terms of this MOU do not constitute a violation or misapplication of the existing CBA, nor do they alter or modify any other provisions of the agreement. Execution of this MOU does not represent an admission of liability by any party and shall not serve as precedent in future negotiations.

It is recommended that the Board of Education approve the MOU to clarify the administration of health insurance benefits upon resignation at the end of an academic year.