



**MEMORANDUM OF UNDERSTANDING (MOU)**  
Between

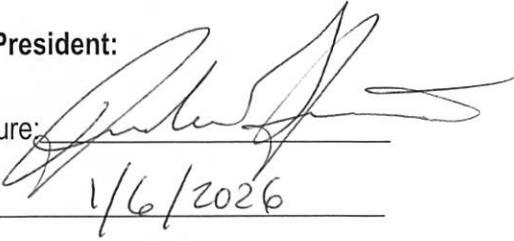
**Rock Island-Milan School District 41 Board of Education**  
And  
**Rock Island Education Association (RIEA), IEA/NEA**

**Subject:** Group Health Insurance Coverage for Teachers Who Resign

The Board of Education of Rock Island-Milan School District 41 ("District") and the Rock Island Education Association, IEA/NEA ("Union") are presently parties to a collective bargaining agreement that expires on July 31, 2027. That agreement governs the wages, hours, and other terms and conditions of employment of the District's regularly employed full-time and part-time licensed educational employees (i.e., teachers). The parties now seek to address and hereby agree upon how group health insurance benefits shall generally operate with respect to teachers who resign, effective at the end of a school year, as follows:

1. Teachers who resign, effective at the end of a school year, regardless of whether their stated resignation date is the last student attendance day or teacher workday during that school year, shall receive their group health insurance benefits upon the same terms and conditions (including, but not limited to, the same employee and employer premium contribution amounts) as they did during that school year through June 30th.
2. After June 30th, the now-former teacher may elect to continue any group health insurance coverage in the exercise of their Consolidated Omnibus Budget Reconciliation Act ("COBRA") rights at their own expense.
3. This Memorandum of Understanding shall not, however, supersede or otherwise affect Article XII, Section A(4) of the parties' collective bargaining agreement regarding the termination of a teacher's employment due to retirement.
4. Furthermore, this Memorandum of Understanding shall not prevent the District and the Union and/or a teacher from entering into, on a non-precedential basis, a separate resignation agreement that may include different group health insurance coverage provisions.
5. On a non-precedential basis, the District shall reimburse former teacher Megan Delp the amount of \$320.00, as she mistakenly did not exercise her COBRA rights in July 2025 after resigning from the District at the end of the 2024-2025 school year.
6. The terms and provisions of this Memorandum of Understanding shall not be deemed a violation or misapplication of the parties' collective bargaining agreement, nor shall they be considered a violation of the Illinois Educational Labor Relations Act or Illinois School Code. No other provision(s) or aspect(s) of the parties' agreement shall be considered altered or modified by this Memorandum of Understanding.

**RIEA President:**

Signature: 

Date: 1/6/2026

**Board of Education President**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_