



Oak Park Elementary School District 97

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**TO: Members, Board of Education
Dr. Carol Kelley, Superintendent of Schools**

FROM: Patrick King, Director of Finance

**RE: IMRF Resolution to Include Cash Payments Related to Health
Insurance as IMRF Earnings**

DATE: October 29, 2019

Summary

Article IX, Section 9.6 (B) of the 2020-2023 collective bargaining agreement between the Oak Park Elementary School District 97 Board of Education and the Oak Park Teachers' Assistants Association allows for employees who are eligible for District health insurance and opt out of enrolling in the District insurance plan to receive a cash payment of \$500 which will be added to their salary. This benefit has been included in prior collective bargaining agreements as well. The District's current and past practice has been to include these payments as IMRF reportable earnings for those employees who have received this payment.

The Illinois Municipal Retirement Fund Board Resolution 2017-12-17 amended the definition of reportable earnings to include cash payments made separately from salary and made in lieu of employer-provided health insurance and healthcare benefits. To include these payments as IMRF earnings, the Board of Education must pass a resolution allowing cash payments in lieu of or related to healthcare benefits to be reported as IMRF earnings. The attached resolution will satisfy the IMRF requirement noted above so the District can continue the same reporting practice.