

MEMORANDUM OF AGREEMENT

Between

**The Board of Education of
School District 68**

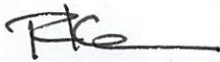
And

The Oak Grove Education Association, IEA-NEA

The Board and Association agree to the following modifications to their current 2020-2021 through 2024-2025 Collective Bargaining Agreement:

1. The Agreement will be extended two years through 2026-2027.
2. For 2025-2026:
 - 5.5% salary increase for all Oak Grove employees.
 - 5.5% increase in insurance contributions to HMO, PPO, and HSA health insurance plans.
 - The annual 457-retirement contribution will increase to \$1,250.
- For 2026-2027:
 - 5.5% salary increase for all Oak Grove employees
 - 5.5% increase in insurance contributions to HMO, PPO, and HSA health insurance plans.
 - The annual 457-retirement contribution will be \$1,250
3. Appropriate updates will be made in the language of:
 - Article 12, Sections 12.2 Insurance 12.5 Retirement to show the 5.5% increases;
 - Article 16 to show the new duration of the Agreement; and,
 - Appendix A to show the new 2025-2026 and 2026-2027 salary schedules
4. All other language of the Agreement remains unchanged.

For the Board of Education
School District 68



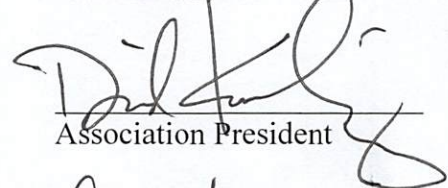
Board President



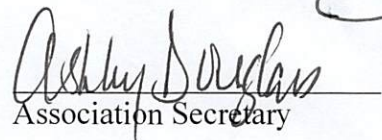
Board Secretary

September 4, 2024

For the Oak Grove Education
Association, IEA-NEA



Association President



Association Secretary

September 4, 2024