MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into on the \_\_\_\_\_ day of September, 2017 by and between the Bucyrus City School District Board of Education (“Board”) and the Bucyrus Education Association (“Association”), and shall become effective immediately upon ratification by the Association and by the Board by resolution.

WHEREAS, the Board and Association are parties to a Negotiated Agreement having a term of July 1, 2017 to June 30, 2020 (the “Agreement”); and

WHEREAS, Section XV(B)(9) of the Agreement establishes an Insurance Committee, which will meet at least annually to review insurance data information, monitor rates, monitor customer service, and make recommendations about plan design; and,

WHEREAS, Section XV(A)(2) of the Agreement provides that:

\* \* \*

The Board shall also offer a High Deductible Health Plan with a Health Savings Account, as specified in Appendix O. The Board shall pay eighty-five percent (85%) of the premium, and the employee shall pay fifteen percent (15%) of the premium. The Board shall make no contribution to each employee’s individual HSA. Plan design and benefits, premium splits, and Board HSA contribution are all subject to review and recommendation by the Insurance Committee.

\* \* \*

WHEREAS, the Insurance Committee has met and provided a recommendation for ratification by the Board and Association, whereby a High Deductible Health Plan with a Health Savings Account will be provided, as specified in Appendix O of the Agreement, pursuant to which, (a) the Board shall pay eighty-five percent (85%) of the premium, and the employee shall pay fifteen percent (15%) of the premium, (b) the Board will contribute to each participating employee’s health savings account annually Nine Hundred Dollars and No Cents ($900.00) for single coverage, and One Thousand Eight Hundred Dollars and No Cents ($1,800.00) for family coverage, and (c) the plan design and benefits will be as set forth in the attached Exhibit A;

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Section 1. The Board hereby ratifies the recommendation of the Insurance Committee relative to the provision of a High Deductible Health Plan with a Health Savings Account will be provided, as specified in Appendix O of the Agreement, pursuant to which (a) the Board shall pay eighty-five percent (85%) of the premium, and the employee shall pay fifteen percent (15%) of the premium, (b) the Board will contribute to each participating employee’s health savings account annually Nine Hundred Dollars and No Cents ($900.00) for single coverage, and One Thousand Eight Hundred Dollars and No Cents ($1,800.00) for family coverage, and (c) the plan design and benefits will be as set forth in the attached Exhibit A.

Section 2. Except as modified by this MOU, all other terms and conditions of the Agreement remain in full force and effect. The language of this MOU shall be incorporated into the Agreement. This MOU represents the entire agreement of the parties with respect to the subject matter, may be executed in multiple counterparts, and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding on the date first set forth above.

BUCYRUS CITY SCHOOL BUCYRUS EDUCATION

DISTRICT BOARD OF EDUCATION ASSOCIATION

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

President, Board of Education BEA President

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Superintendent

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Treasurer