

MEMORANDUM OF UNDERSTANDING
Between the
BUCYRUS CITY SCHOOL DISTRICT BOARD OF EDUCATION
and the
BUCYRUS EDUCATION ASSOCIATION

The Bucyrus City School District Board of Education ("Board") and the Bucyrus Education Association ("Association") (collectively the "Parties") enter into this Memorandum of Understanding as described herein:

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement ("CBA") in effect from July 1, 2020 through June 30, 2023 ("the Agreement"); and

WHEREAS, Section XV(A)(2) of the Agreement contains specific provisions regarding a High Deductible Health Plan/Health Savings Account insurance option; and

WHEREAS, the Parties mutually agree the need for this benefit no longer exists due to a lack of participation by Association members; and

WHEREAS, the Board and the Association wish to amend Section XV(A)(2), Section XV(B)(3), and Appendix O of the Agreement to reflect this modification.

NOW, THEREFORE, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and the Association enter into the following agreement:

1. Section XV(A)(2) of the Agreement shall be deleted in its entirety.
2. Section XV(B)(3) of the Agreement shall be amended as follows:

"See Appendix N for insurance specifications for the PPO plan and ~~Appendix O for the HSA plan.~~"
3. Appendix O of the Agreement shall be deleted in its entirety.
4. This High Deductible/Health Savings Plan will be eliminated effective 7-1-2023.
5. The modifications noted herein will be incorporated into the new Agreement for 2023-2026 that is currently in draft form prior to its finalization and execution.
6. This MOU contains the entire agreement of the Parties regarding the matters set forth herein and supersedes any other agreements or discussions, whether oral or written, regarding these matters. Any amendment to this MOU must be in a writing signed by all Parties.
7. The Board and Association have reviewed and approved this MOU and each signatory to this MOU represents that he or she has the authority to enter into this agreement and bind his/her Party.

[SIGNATURES ON FOLLOWING PAGE]

For the Board:

Robert Bitt

Date: *5-25-23*

For the Association:

Serra Hamm

Date: *5/25/23*

BOE approved June 2023