

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
NEW LEXINGTON BOARD OF EDUCATION  
AND  
AFSCME OHIO COUNCIL 8, AFL-CIO  
AND  
AFSCME LOCL 2020, AFL-CIO

Pursuant to the terms of a Memorandum of Understanding executed on March 24, 2014, a wage and insurance reopener occurred on July 23, 2014, between the New Lexington Board of Education ("Board") and AFSCME Local 2020 ("Local 2020") for negotiated contract year 2014-2015.

In the wage and insurance reopener, the parties agreed to the following changes to the current negotiated Agreement (2012-2015):

ARTICLE 26, INSURANCE:

Section 2, Major Medical/Surgical/Hospitalization:

- A. Only full-time employees are eligible for family plan coverage. Effective January 1, 2015, both Plan A and Plan B will be offered for enrolment. For Plan A, the Board shall pay eight-eight percent (88%) of the total cost of the premium for participating, eligible employees; and employees shall pay twelve percent (12%) of the total cost of the premium. For Plan B, the Board shall pay ninety percent (90%) of the total cost of the premium for participating, eligible employees; and employees shall pay ten percent (10%) of the total cost of the premium.
- B. Part-time employees who work a minimum of twenty (20) hours per week shall be eligible for single plan coverage. Effective January 1, 2015, both Plan A and Plan B will be offered for enrollment. For Plan A, the Board shall pay eighty-eight percent (88%) of the total cost of the premium for participating, eligible employees; and employees shall pay twelve percent (12%) of the total cost of the premium. For Plan B, the Board shall pay ninety percent (90%) of the total cost of the premium for participating, eligible employees; and tent percent (10%) of the total cost of the premium for participating, eligible employees paid for by the employees.
- C. Part-time employees who are eligible for insurance coverage as stated in this section, but who wish to enroll in family plan coverage as stated in Section A, above, shall pay a percentage of the total cost of the annual family premium based upon a straight pro-rated percentage of hours worked as compared with full-time for the electing employee's classification.
- E. Once an employee changes to Plan B insurance, the employee may not return to Plan A insurance.

Effective January 1, 2015, Plans A and B will be offered under PPO Connect through Lancaster Consortium.

Section 5, Major Medical Insurance: delete section.

ARTICLE 31, WAGES/SALARY SCHEDULES 2012, 2013, 2014

Effective July 1, 2014, all employees in the bargaining unit shall receive a two and one-half percent (2.5%) wage increase on their current rate of pay.

Effective January 1, 2015, employees who change from Plan A to Plan B in the open enrollment period in October of 2014, will receive a three (3) month insurance holiday for the months of January, February and March of 2015; payable through payroll in December of 2014, and January and February of 2015, respectively.

This Memorandum of Understanding is hereby entered into on this 18<sup>th</sup> day of August, 2014.

FOR THE EMPLOYER:

FOR THE UNION:

Mrs. Jean Bunge, Interim Asst. Dir. Nick Attk

Christine Barnett

James Ream

John McBay

Lisa Blackwell

Jim F. Fair

Gary W Arnold

David McCard

Sept 16 - 2014

Date

Date