

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
NAPOLEON FACULTY ASSOCIATION  
AND THE

NAPOLEON AREA CITY SCHOOL BOARD OF EDUCATION

- Whereas,** The Napoleon Faculty Association and the Napoleon Area City Board of Education are parties to a Master Agreement in effect through June 30, 2014; and,
- Whereas,** The Master Agreement (Article XVII: Fringe Benefits Section A General Provisions) governs the proration of fringe benefits for bargaining unit members who do not complete the school year on a paid basis; and,
- Whereas,** The Master Agreement (Article XVII: Fringe Benefits Section B Life Insurance) governs a group life insurance policy provided by the Board to bargaining unit members; and,
- Whereas,** The Board has informed the Association that the Board's life insurance carrier will not cover a bargaining unit member under the group life insurance policy once the bargaining unit member has left the Board's employment; and,
- Whereas,** The parties agree to amend the Master Agreement as designated below; and,

**Now therefore,** the parties agree to the following:

This Memorandum will be in effect through June 30, 2014 and can be modified at any time if both parties agree.

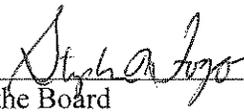
In lieu of any life insurance coverage that the Board would be required to provide under Article XVII A(3), the Board shall pay directly to each affected bargaining unit member an amount equal to the monthly cost for that specific bargaining unit member to continue comparable coverage with the Board's life insurance carrier. This payment shall be required for each month that the Board would be required to continue coverage for the bargaining unit member. (The months that the Board would be required to continue coverage is determined by the option under Article XVII A(3) elected by the bargaining unit member.)

The total amount due to the bargaining unit member shall be paid by the Board to the bargaining unit member in one lump sum within thirty (30) days of the bargaining unit member's last paid day. The affected bargaining unit member shall not be required to actually continue life insurance coverage to receive the payment outlined above.

This agreement is only intended to addresses the situation where the Board is obligated to provide group life insurance coverage after a bargaining unit member's last paid day. It is not intended to establish precedent for other purposes (including, but not limited to, other situations with group life insurance coverage or situations with other insurance coverages.)

This agreement shall be affixed to the 2011-2014 Master Agreement and becomes effective upon the signature of the parties.

  
\_\_\_\_\_  
For the Association

  
\_\_\_\_\_  
For the Board

7-22-13  
\_\_\_\_\_  
Date

7-26-13  
\_\_\_\_\_  
Date