

MEMORANDUM

This Memorandum is entered into by the Chillicothe Education Association and the Chillicothe Board of Education in order to set down the terms of the contract reopener on salary and insurance specified in the Collective Bargaining Agreement. The parties, having met, agree to the following:

Benefits:

1. The parties have agreed to move the current medical plan provided by United Health Care, to a consortium. The plan will include an HSA (Health Savings Account) and deductibles. The health care benefits provided under the plan will remain the same. The insurance provider will remain United Health Care.
2. The deductible will be \$2500 for single coverage and \$5000 deductible for family coverage.
3. In fiscal year 2015 the Board will bear the full cost of the deductibles for both single and family coverage.
4. Fiscal year 2016 and beyond the Board will pay \$1,250 towards the single plan deductible and \$2,500 towards the family plan deductible.

Salary: (see attached salary schedules)

1. Increase the base pay by 4% for the 2014-2015 school year.
2. Increase the base pay by 3.5% for the 2015-2016 school year.

Incentive:

The parties further agree there shall be a \$500 stipend to each employee in the District if the entire district gets a B or better on gap closing.

Chillicothe City Schools Board of Education

Chillicothe Education Association

Stephen E. Mullis
John C. Saxton
Deborah J. Lawrence
6/19/14

Date

Brenda Sadhuwat
W. Keith G.
6/19/14

Date