

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Granville Education Association ("Association") and the Granville Exempted Village School District Board of Education ("Board") to confirm their agreement to modify certain aspects of the health insurance provisions that appear in the parties' 2014-17 collective bargaining agreement ("the 2014-17 Agreement"). These changes have been agreed to in order to control costs and to avoid the adverse impact that might otherwise occur under the "Cadillac Tax" provisions of the federal Patient Protection and Affordable Care Act ("the Act"). The parties hereby now agree as follows:

1. During the October 2015 open enrollment period for insurance fringe benefit participation, all bargaining unit employees eligible to participate in Board-provided medical, dental and vision coverage must either accept or reject such coverage. The employee's decision will remain in place until the next-following annual open enrollment period, unless, during the interim, the employee is eligible for a special enrollment because of a qualifying life event or qualifying condition within the meaning of those terms under the Act.
2. Section A, Paragraph 1, subparagraph b. of Appendix A of the 2014-17 Agreement is amended to read as follows:

Effective January 1, 2016, employee contributions toward the cost of medical insurance coverage will be adjusted to:

Certified Staff

\$22.33 per pay for a participating employee on single coverage

\$90.24 per pay for a participating employee on family coverage

Support Staff

\$0.00 per pay for an employee on single or family coverage

Notwithstanding the above, effective January 1, 2017 for certified staff only the employee contributions toward the cost of medical insurance coverage will be converted from the above-specified defined dollar amount per pay to the following percentage amounts of total cost:

6.66% for a participating employee on single coverage

9.43% for a participating employee on family coverage

3. Support staff employees, and only support staff employees, who participate in medical insurance coverage will also receive stipends, less applicable payroll withholdings, in the amounts and at the times indicated below:

Single Coverage

\$195.00 by the end of May 2016, an additional \$195.00 by the end of November 2016, and an additional \$195.00 by the end of May 2017

Family Coverage

\$330.00 by the end of May 2016, an additional \$330.00 by the end of November 2016, and an additional \$330.00 by the end of May 2017

It is mutually understood that the support staff employee must be on active status at the time payment of the stipend is made.

4. Effective January 1, 2016, Appendix A-1 of the 2014-17 Agreement is amended to provide that the in-network Annual Out-of-Pocket Limit/Individual is increased from \$1,000 to \$1,750 and the in-network Annual Out-of-Pocket Limit/Family is increased from \$2,000 to \$3,500. The Agreement is also amended to provide that the out-of-network Annual Out-of-Pocket Limit/Individual is increased from \$2,000 to \$3,500 and the out-of-network Annual Out-of-Pocket Limit/Family is increased from \$4,000 to \$7,500.
5. It is mutually understood and agreed that the District health insurance plan (using the then-current plan design including the Annual Out-of-Pocket changes implemented under Paragraph 4 above) will be rebid in calendar 2016. The effective date of the plan selected under this rebid procedure will be January 1, 2017. For certified staff, employee contributions toward the cost of such coverage will be the percentage amounts specified at the end of Paragraph 2 above (that is, 6.66% for an employee on single coverage and 9.43% for an employee on family coverage), except that in no event will a single coverage employee's contribution be more than 12% above what such employee's contribution was in December 2016 or a family coverage employee's contribution be more than 12% above what such employee's contribution was in December 2016.
6. This Memorandum will expire at 11:59 p.m. on June 30, 2017, unless otherwise extended by mutual written agreement by the parties.
7. Except as otherwise specified above, the terms of the 2014-17 Agreement remain in effect.

FOR THE ASSOCIATION

[Signature] 9/10/15
Name Date
President
Title

FOR THE BOARD

[Signature] 9/14/15
Name Date
Superintendent
Title