

**MEMORANDUM OF UNDERSTANDING
THE SHAWNEE LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
and
THE SHAWNEE EDUCATION ASSOCIATION
HDHP STIPEND**

This Memorandum of Understanding ("MOU") is entered into by and between the Shawnee Local School District Board of Education ("the Board") and the Shawnee Education Association ("SEA").

WHEREAS, the Board and the SEA are parties to a collective bargaining agreement with effective dates of September 1, 2014 through August 31, 2017 ("the Agreement"); and

WHEREAS, the Board and the SEA had previously entered into a Memorandum of Understanding ("MOU") dated November 16, 2009 that provided for a stipend of \$1,000/\$2,000 (Single/Family) to be paid to each employee who elected to participate in the High Deductible Health Plan ("HDHP"); and

WHEREAS, the MOU indicated that the stipend would be paid in calendar years 2010 and 2011; and

WHEREAS, there has been no agreement to continue the stipend payments nor has the stipend payment language been incorporated into the Agreement between the parties; and

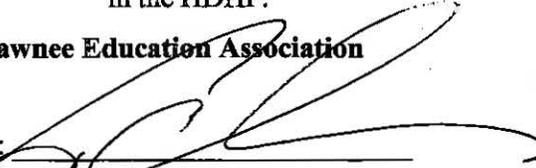
WHEREAS, the stipend payments continued in calendar years 2012, 2013, and 2014; and

WHEREAS, during the most recent Health Insurance Open Enrollment period six (6) members of the Association elected to participate in the HDHP under the assumption that they would receive the stipend in calendar year 2015.

NOW THEREFORE, the parties agree to the following terms:

1. The Board will continue the stipend payment in calendar year 2015-2017 to the members of the Association who have elected to participate in the HDHP because of miscommunications regarding the stipend's availability during calendar year 2017.
2. Calendar year 2017 will be the last year in which the stipend is paid to employees who enroll in the HDHP.

Shawnee Education Association

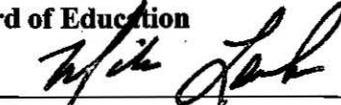
By: 

Date: 2/18/15

By: 

Date: 2/20/15

**Shawnee Local School District
Board of Education**

By: 

Date: 1/13/15

By: 

Date: 2-18-15