

**Memorandum of Agreement**

The following Memorandum of Agreement is by and between the Vantage Board of Education (hereafter "Board") and the Vantage Teachers Organization (hereafter "VTO").

Whereas, the Board and VTO are parties to a Negotiated Agreement dated July 1, 2014 through June 30, 2017; and

Whereas, Article IX "Fringe Benefits", Section A.1.B "Higher Deductible/HSA Plan of the Negotiated Agreement states that the schedule of payments for Board contributions into a Health Saving Account for employees will be half to be deposited in November and the balance in May; and

Whereas, Larry Mengerink participates in the High Deductible/HSA Plan offered by the Board; and

Whereas, the Board has accepted the resignation of Larry Mengerink for the purpose of retirement effective May 29, 2015; and

Whereas, Larry Mengerink plans to enroll Medicare in June 2015 and, therefore, be eligible to receive 6 months of retroactive Medicare coverage; and

Whereas, by law, Larry Mengerink cannot make contributions to a Health Savings Account and be enrolled in Medicare at the same time and would be taxed and penalized on any contributions made to his Health Savings Account in 2015 once he enrolled in Medicare;

Now therefore, the Board and VTO, agree to the following:

The balance of the Board contribution to Larry Mengerink's Health Savings Account for the 2014-15 insurance coverage year, which would have been disbursed in May of 2015, will be made on the second pay period in December 2014 or before December 31, 2014.

This Memorandum of Agreement only applies to Larry Mengerink and does not constitute a past practice on which others may rely. All other parts of Article IX, Section A remain in full force and effect, as do all other parts of the Negotiated Agreement.

  
Board President

  
VTO President

12/4/14  
Date

12-8-14  
Date