

**MEMORANDUM OF UNDERSTANDING  
THE SHAWNEE LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
and  
THE SHAWNEE CLASSIFIED 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 Classified Education Association ("SCEA").

**WHEREAS**, the Board and the SCEA 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 SCEA 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

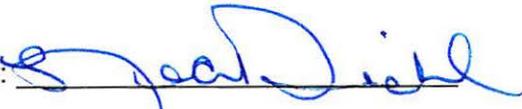
**WHEREAS**, during the most recent Health Insurance Open Enrollment period six (6) members of the Association elected to participate in the HDHP under the assumption that they would receive the stipend in calendar year 2015.

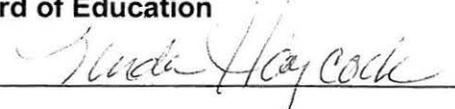
**NOW THEREFORE**, the parties agree to the following terms:

1. The Board will continue the stipend payment in calendar years 2015-2017 to the members of the Association who have elected to participate in the HDHP because of miscommunications regarding the stipend's availability through 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 Classified Education Association**

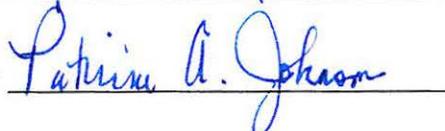
**Shawnee Local School District  
Board of Education**

By: 

By: 

Date: 1-11-16

Date: 1/11/16

By: 

By: 

Date: 1-11-16

Date: 1-11-16