

MEMROANDUM OF UNDERSTANDING
NEW LEXINGTON BOARD OF EDUCATION/AFSCME LOCAL 2020
CONTRACT YEARS 2016-2017, 2017-2018

Pursuant to the terms of Article 30, Duration, of the parties negotiated Agreement (2015-2018), and the contract reopener negotiations that occurred between the parties prior to the expiration of the 2015-2016 contract year, the New Lexington Board of Education and AFSCME Local 2020 hereby agree to the following terms and conditions with respect to the current negotiated Agreement (2015-2018). These terms and conditions shall be effective with the start of the 2016-2017 contract year through the expiration of the current negotiated Agreement (August 16, 2018).

I. ARTICLE 26, INSURANCE:

Section 2: MAJOR MEDICAL/SURGICAL/HOSPITALIZATION:

The Board shall make Major Medical/Surgical/Hospitalization Insurance available under Plan A and Plan B under PPO Connect through Lancaster Consortium to all eligible employees in the bargaining unit in accordance with the terms specified below:

- A. Only full-time employees (employees in all classifications who are regularly scheduled to work thirty (30) hours or more per work week) are eligible for family plan coverage to be paid by the Board. For Plan A, the Board shall pay ~~eighty-eight~~ ^{eighty} five percent (88-5%) of the total cost of the premium for participating, eligible employee; and employees shall pay ~~twelve~~ ^{twelve} fifteen percent (12-15%) of the total cost of the premium. For Plan B, the Board shall pay ninety percent (90%) of the total cost of the premium for participating, eligible employees; and employees shall pay ten percent (10%) of the total cost of the premium.

- B. Part-time employees who work a minimum of twenty (20) hours but less than thirty (30) hours per week shall be eligible for per week shall be eligible for single coverage. For Plan A, the Board shall pay ~~eighty~~ ^{eighty} five percent (88-5%) of the total cost of the premium for participating, eligible employees; and employees shall pay ~~twelve~~ ^{twelve} fifteen percent (12-5%) of the total cost of the premium. For Plan B, the Board shall pay ninety percent (90%) of the total cost of the premium for participating, eligible employees; and ten percent (10%) of the total cost of the premium for participating, eligible employees paid for by the employees. Part-time employees who are eligible for

insurance coverage as stated in this section, but who wish to enroll in family plan coverage as stated in Section A, above, shall pay a percentage of the total cost of the annual family premium based upon a straight pro-rated percentage of hours worked as compared with full-time for the electing employee's classification.

- E. Once an employee changes to Plan B insurance, the employee may not return to Plan A insurance. Employees who enroll in Plan B for the 2016 enrollment period shall receive a six (6) month premium holiday for the 2017 plan year and a three (3) month premium holiday for the 2018 plan year. Employees who were enrolled in Plan B for the 2015 enrollment period shall receive a three (3) month premium holiday for plan years 2017 and 2018, respectively.

II. ARTICLE 31, WAGES/SALARY SCHEDULES 2015, 2016, 2017

Section 1.

For the 2016-2017 contract year, employees in the bargaining unit will receive a forty-five cent (\$.45) per hour increase on current rate of pay plus a four hundred dollar (\$400) signing bonus payable by separate check in September.

For the 2017-2018 contract year, employees in the bargaining unit will receive a three percent (3%) increase on 2016-2017 rate of pay plus a four hundred dollar (\$400) signing bonus payable by separate check in September.

III. SALARY SCHEDULE A

Effective 7/1/2016

	0	1	2	3	4	10	15	20	25
Education Assistants	12.18	14.61	14.73	14.86	14.98	15.07	15.16	15.26	15.43
Secretaries	12.91	15.39	15.52	15.64	15.76	15.85	15.95	16.05	16.20
Cooks	12.18	14.61	14.73	14.86	14.98	15.07	15.16	15.26	15.43
Head Cooks	12.67	15.15	15.27	15.40	15.53	15.61	15.70	15.80	15.97
Custodian	13.06	15.57	15.77	15.99	16.19	16.28	16.37	16.48	16.63

Bus Drivers	13.65	16.11	16.24	16.34	16.45	16.53	16.62	16.73	16.88
Labor Specialist	13.68	16.19	16.41	16.61	16.82	16.91	17.00	17.11	17.26
Nursing Assistant	12.18	14.61	14.73	14.86	14.98	15.07	15.16	15.26	15.43

Effective 7/1/2017

	0	1	2	3	4	10	15	20	25
Education Assistants	12.55	15.05	15.17	15.31	15.43	15.52	15.61	15.72	15.89
Secretaries	13.30	15.85	15.99	16.11	16.23	16.33	16.43	16.53	16.69
Cooks	12.55	15.05	15.17	15.31	15.43	15.52	15.61	15.72	15.89
Head Cooks	13.05	15.60	15.73	15.86	16.00	16.08	16.17	16.27	16.45
Custodian	13.45	16.04	16.24	16.47	16.68	16.77	16.86	16.97	17.13
Bus Drivers	14.06	16.59	16.73	16.83	16.94	17.03	17.12	17.23	17.39
Labor Specialist	14.09	16.68	16.90	17.11	17.32	17.42	17.51	17.62	17.78
Nursing Assistant	12.55	15.05	15.17	15.31	15.43	15.52	15.61	15.72	15.89

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