

**MEMORANDUM OF AGREEMENT BETWEEN THE PERRYSBURG EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION AND OAPSE LOCAL 242**

This Memorandum of Agreement (MOA) is entered into on the \_\_\_\_ day of September, 2016 between the Perrysburg Exempted Village School District Board of Education (Board) and Ohio Association of Public School Employees Local 242 (OAPSE) for the purpose of addressing issues discussed during the negotiation of the Collective Bargaining Agreement (CBA), effective July 1, 2016 through June 30, 2019. This MOA is effective on July 1, 2016 and shall automatically expire on June 30, 2019. In recognition of the previous Memorandum of Understanding between the parties, Appendix D in the CBA, the parties agree that for the term of this agreement, the following language will supersede the language in the CBA.

1. Article 20.01 shall be amended as follows:

Classified employees will receive an increase of ~~4%~~ 1.4% effective July 1, 2016, ~~4%~~ 1.85% effective July 1, 2017.

2. Appendix A, as attached to this MOA, replaces and supersedes Appendix A in the CBA.
3. Article 19.01(B) is amended to read as follows:

	Deductible- (in-network)	Deductible- (out-of-network)	Coinsurance- (in-network)	Coinsurance- (out-of-network)	Office-copay	ER copay
3B-Medical	\$300-single \$600-family	\$400-single \$800-family	90%	70%	\$20	\$75
Health-Savings-Account (HSA)	\$2,000-single \$4,000-family	\$2,000-single \$4,000-family	100%	70%	100% after-deductible*	80% after-deductible

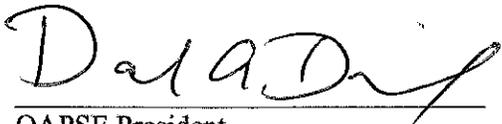
\*Preventative services not subject to deductible. Prescription drugs are subject to the deductible and would be charged retail price until deductible is met.

<u>Effective Date</u>	<u>E.R. Copay</u>	<u>Office Visit Copay</u>	<u>Network Annual Deductible</u>	<u>Out of Network Annual Deductible</u>	<u>Network Out of Pocket Maximum</u>	<u>Non-Network Out of Pocket Maximum</u>
<u>Jan. 1, 2017</u>	<u>\$100</u>	<u>\$15</u>	<u>\$100/200 w/100% co-ins.</u>	<u>\$100/200 w/80% co-ins.</u>	<u>\$250 pp.</u>	<u>\$500 pp.</u>
<u>Jan. 1, 2018</u>	<u>\$100</u>	<u>\$15</u>	<u>\$100/200 w/95% co-ins.</u>	<u>\$100/200 w/75% co-ins.</u>	<u>\$600/1200</u>	<u>\$1200/2400</u>
<u>Jan. 1, 2019</u>	<u>\$100</u>	<u>\$20</u>	<u>\$200/400 w/90% co-ins.</u>	<u>\$400/800 w/70% co-ins.</u>	<u>\$600/1200</u>	<u>\$1200/2400</u>

--	--	--	--	--	--	--

**Members will have the option of enrolling in a High Deductible Health Plan with annual deductible of \$2,500/5,000, then 100% as an alternative, effective January 1, 2017.**

- ~~1. Nervous, mental and substance abuse benefit expenses shall be subject to a 20% employee payment share. The lifetime maximum limit for major medical is set at \$2,000,000.~~
- ~~2.1. Enrollees Effective January 1, 2017, enrollees in health insurance shall be provided a retail drug card with a co-pay of \$5 for generic, \$20 for formulary and \$35 for non-formulary for each prescription.~~
- 2. The Board shall continue to maintain WebDoc (with any cost paid by the Board).**
3. Article 19.01(G) is amended as follows:
  - G. Employees whose spouse's employer or retirement provider provides and pays for at least ~~70%~~ **60%** of the cost of health insurance must have the spouse's plan provide primary coverage for the spouse. Benefits under the Board plans will not be provided to an eligible dependent spouse eligible for the type of group plan described above until the eligible spouse's group benefits have paid the primary portion of the claim. This provision is applicable to any employee receiving family coverage from the Board. Employees will be required to obtain yearly written verification on spousal eligibility from their spouse's employer.
4. This MOA provides the exclusive means by which an OAPSE member's wages, terms, or benefits of employment may be automatically increased based on increases or changes negotiated by any other employee organization.
5. All disputes related to this MOA shall be subject to the grievance procedure (Article 5) of the contract.

  
\_\_\_\_\_  
OAPSE President

  
\_\_\_\_\_  
For the Board

8-31-2016  
\_\_\_\_\_  
Date