

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 20th day of November, 2017 by and between the Bryan City Board of Education (hereafter referred to as the "Board") and the Bryan Education Association (hereafter referred to as the "Association").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement the effective dates of which are July 1, 2017 through June 30, 2020 (hereafter referred to as the "Agreement");

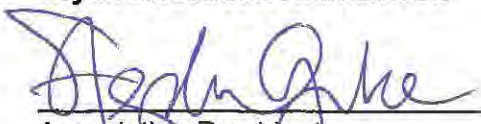
WHEREAS, the Agreement contains a provision regarding payments in the health savings accounts for bargaining unit members covered by the High Deductible Health Plan and the timing of those payments;

WHEREAS, wish to clarify those provisions.

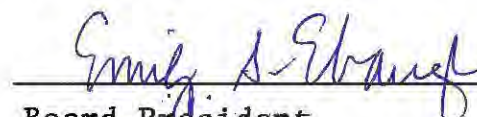
NOW THEREFORE, the Board and the Association agree as follows:

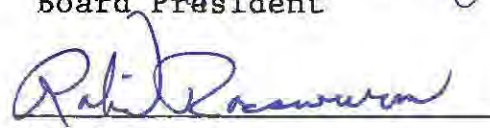
1. The provision in Article XI, Paragraph A that provides that an employee returning for the 2018-2019 school is entitled to an additional payment of \$250.00 or \$100.00 is referring only to those employees who enrolled for the first time in the High Deductible Health Plan beginning January 1, 2018. It is not intended to refer to any employee who was already enrolled in the Plan prior to that date. Further, the payment of the \$750.00 for a family plan and \$400.00 for a single plan is only for those who are enrolled for the first time in the High Deductible Health Plan beginning January 1, 2018. Additionally for those returning employees, there is no deposit necessary by the employee into the Health Savings Account to receive those sums. Further, the payments will be made on the first payroll in January 2018 and on the first payroll in September 2018.
2. For the 2018-2019 and 2019-2020 school years, in order for any employee to receive the Board matching funds, the employees must make a deposit into his/her Health Savings Account. Notwithstanding the language in Article XI, for the 2017-2018 school year, any employee who had previously been enrolled in the High Deductible Health Plan shall be eligible to receive the matching funds referenced for the 2018-20 contract years.
3. All other terms of the Agreement not addressed herein shall remain as currently written.

Bryan Education Association


Association President

Bryan City Board of Education


Board President


CFO/Treasurer