

Memorandum of Understanding
between the
Canfield Local Board of Education (Hereinafter the Board)
and the
Canfield School Bus Drivers Association (Hereinafter the Union)

January 8, 2018

Whereas,

Grievances were filed by the Union concerning denial of dental benefits for two bargaining unit members that did not believe that they needed to enroll to receive such benefits,

And whereas,

The Board has contended that there was a typographical error in Article 11.02 and wishes to reach agreement on how that article shall be interpreted for the life of the Agreement,

And whereas,

At the Board level grievance hearing held on December 20, 2017, the Board asked the parties to attempt to resolve the instant grievances,

And whereas,

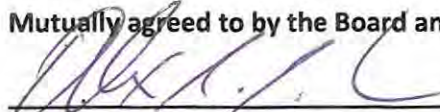
The parties met on January 2, 2018, reached a tentative resolution to the grievances, and agreed to hold the grievances in abeyance until a Memorandum of Understanding memorializing the agreement is drafted and put before the parties,

Now therefore,

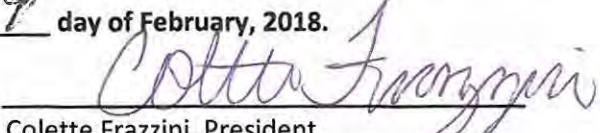
The Board and the Union, in order to amicably and expeditiously resolve these issues, agree to the following remedy which must be accepted in whole in order to take effect:

1. The grievants, Jennifer Casanta and Sue Hartman, shall be allowed to enroll in dental benefits, which shall be in full force once they make such election.
2. For year one of the Agreement (September 1, 2017-August 31, 2018), bargaining unit members who opt out of insurance under Article 11.02 will be allowed to collect the \$1,500 bonus payment and continue to be enrolled in Vision Benefits if they are currently enrolled.
3. For years two (September 1, 2018 – August 31, 2019) and three (September 1, 2019 – August 31, 2020) of the Agreement, bargaining unit members who choose the optional health care election must opt out of Medical, Prescription, Dental and Vision Benefits in order to receive the \$1,500 bonus payment specified in Article 11.02. If a bargaining unit member opts for continuation of or enrollment in Vision Benefits ONLY, the bonus payment shall be reduced to \$1,200 for each year that Vision Benefits are elected.
4. Upon the execution of this memorandum of understanding by the authorized representatives of the Board and the Union, the Union shall withdraw the instant grievances without prejudice.

Mutually agreed to by the Board and the Union this 9 day of February, 2018.



Alex G. Geordan, Superintendent
Canfield Local Schools



Colette Frazzini, President
Canfield School Bus Drivers Association