

## Memorandum of Understanding

This Memorandum of Understanding is entered into and effective as of \_\_\_\_ day of December, 2015, by and between the Beaver Local School District Board of Education ("Board") and the Ohio Association of Public School Employees (OAPSE) Local #564 ("Union").

Whereas, the Board and Union are parties to a Collective Bargaining Agreement ("Contract") in effect for the period of July 2015 through June 30, 2018; and

Whereas, the parties entered negotiation of the 2015-2018 Contract during the spring of 2015 whereby the parties agreed to increase the employees contribution to Board provided health insurance; and

Whereas, Article 25 section 25.10 Health Benefits/Insurances of the Contract states that current bargaining unit members shall contribute 5% of the monthly premium during the 2015-2016 Contract year; 6% of the monthly premium during the 2016-2017 contract year; and 7% of the monthly premium during the 2017-2018 Contract year; and

Whereas, in conjunction with the increase in employee contribution was the Board's increase to employee compensation of \$0.30 per hour for all bargaining unit members effective each year of the Contract; and

Whereas, it has been discussed that with the above-stated increase in employee contribution to Board provided health insurance, taking the \$0.30 wage increase into account, certain employees experience a decrease in salary; and

Whereas, the Board and the Union wish to provide a mechanism to reimburse said employees affected by the increased health insurance contribution;

It is therefore the agreement of the parties as follows:

1. For the 2015-2016 school year, bargaining unit members who contributed to Board provided health insurance prior to 2007 and who have maintained said insurance since shall be paid a one-time \$200.00 health care stipend to offset the increase to employee contribution to health insurance.
2. The parties expressly agree that the above stated health care stipend is not precedent setting in any way and reflects only a one-time decision of the Board to allow for said payment.
3. Notwithstanding this agreement, all other provisions of Article 25 of the Contract remain unaffected by this Memorandum.

4. The parties understand that this Memorandum will not serve as precedent in any other matter, claim, grievance or case, nor may it be introduced in same, except as to enforce the specific terms of this limited time and purpose Memorandum.
5. All other terms and conditions shall remain as current contract language.

Executed, this the \_\_\_\_\_ day of \_\_\_\_\_, 2015.

Board of Education of the  
Beaver Local School District

OAPSE Local #564

\_\_\_\_\_  
, Board President

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Ronnie Blatt, OAPSE Representative

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Louis Ramunno, Superintendent

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, Union President