

MEMORANDUM OF AGREEMENT

The following is an agreement reached between the Martin County School District and the Martin County Education Association to be effective July 1, 2011.

Section 1. Notwithstanding anything in the collective bargaining agreement to the contrary, the Board will provide a \$6,302.16 annual insurance contribution, plus fifty percent (50%) of any premium increase becoming effective during the term of the agreement, toward a core benefits package to all fulltime employees, which will include: medical, dental, vision and life insurance. Dental insurance will be funded to the DHMO level.

- A. Full-time employees are defined as employees in a regular position that are regularly scheduled to work at least 37 ½ hours a week. Full-time employees shall be eligible to receive a \$6,302.16 annual insurance contribution, plus fifty percent (50%) of any premium increase becoming effective during the term of the agreement, toward the cost of core insurance benefits. The fulltime employee can elect dependent coverage if the employee pays the total cost of the dependent coverage.
- B. Part-time employees are defined as employees in a regular position that are regularly scheduled to work at least 20 hours but less than 37 ½ hours a week. They are eligible to receive a 50% contribution to the core benefits package if they elect to enroll in an insurance benefit and may only purchase single coverage.
- C. In the event both the husband and wife are employed by the Board, a \$12,604.32 annual insurance contribution, plus fifty percent (50%) of any premium increase becoming effective during the term of the agreement, will be allotted for family coverage.
- D. The effective date of coverage for new employees shall be the first of the month coinciding with or next following 30 days of employment in a benefit eligible position, transfer to an eligible position, or return from an unpaid leave of absence.
- E. In the event that the agreement ultimately adopted for the AFSCME bargaining unit for the 2010/2011 contract year or School Board Policies effective no later than sixty (60) days following the ratification of this agreement governing non-bargaining employees provide for the School Board to make greater Group Health and Dental Insurance premium contributions for the benefit of the employees governed by those documents, the Board shall make the same contribution toward Group Health and Dental Insurance for employees covered by this Agreement.

Section 2, **Cafeteria Benefit Plan**. Notwithstanding anything in the collective bargaining to the contrary, the cafeteria plan for optional fringe benefits, intended to be in accordance with the requirements of IRS Code Section 125, shall be continued as a, "payroll reduction option". The Board shall make no contribution.

In the event that the agreement ultimately adopted for the AFSCME bargaining unit for the 2010/2011 contract year or School Board Policies governing non-bargaining unit employees effective no later than sixty (60) days following the ratification of this agreement governing non-bargaining employees provide for the School Board to make a contribution to the governed employees Cafeteria Plan, the Board shall make the same contribution to the Cafeteria Plan for employees covered by this Agreement.

Section 3. Except as otherwise expressly provided herein, all other provision of Article XIII of the Collective Bargaining Agreement shall remain in full force and effect.

Jeanette Phillips
Jeanette Phillips
For MCEA

4/16/11
Date

Sue Hershey
Sue Hershey, Chairperson
For the District

Nancy Kline
Attest: Nancy Kline, Superintendent

4/18/11
Date

T/A
K. Schul
4/16/11