

FARMINGTON SCHOOL BOARD
&
FARMINGTON TEACHERS' ASSOCIATION NEA-NH

MEMORANDUM OF UNDERSTANDING

WHEREAS, The Farmington School Board ("Board") and the Farmington Teachers' Association ("Association") entered into a Collective Bargaining Agreement ("CBA") effective from August 2011 through July 2017;

WHEREAS, the Farmington School District contemplates a significant reduction in tuition revenues for the 2016-2017 school year;

WHEREAS, the Board and the Association met to discuss a means to reduce anticipated reductions in force occasioned by the lower revenues through changes in the health insurance benefits offered to members of the Association;

WHEREAS, the Board and Association reached agreement on the modification of health insurance benefits and the resultant number of personnel subject to a reduction in force;

WHEREAS, Farmington School District administrators and SAU #61 employees who participate in district-provided medical insurance plans will be changing to the SchoolCare Yellow Plan (with Choice Fund), on July 1, 2016;

WHEREAS, the Association have since voted to ratify the changes in health insurance benefits set forth herein.

NOW THEREFORE, the Parties agree as follows;

1. Notwithstanding the requirements of Article 9.1 of the above-referenced CBA, the Parties agree that the District shall offer the School Care Yellow Plan with Choice Fund for eligible employees with the District paying the following percentages of the corresponding premiums:

Single	88.1%
Two-Person:	82.3%
Family:	74.0%

2. The Board agrees that there will be no further reductions in force during the 2016-2017 school year. For the purposes of this agreement, the term "reductions in force" applies only to budget driven reductions in force and not nonrenewals or terminations unrelated to the reductions in revenue contemplated by the District.

3. The District agrees to modify the terms of the current flexible saving accounts (FSA) required under the CBA to allow for a \$500.00 annual rollover in accordance with federal law.

4. The remaining provisions of the Parties CBA shall remain unchanged.

4/23/16
Date

04-22-2016
Date



Farmington School Board



Farmington Teachers' Association

Jane Thomas (Vice President)
Sarah E. Mantel (Treasurer)
Amy R. Redman (Secretary)