

MEMORANDUM OF AGREEMENT

Pursuant to Section 16.3 of the Contract between the Fremont School District ("the District") and the Ellis School Support Staff, AFT Local #6223, AFT-NH, AFL-CIO ("the Federation"), and based upon voter ratification of the cost items contained herein at the District's 2013 annual meeting, the Fremont School Board and the Federation hereby agree to amend the July 1, 2012 – June 30, 2014 collective bargaining agreement effective July 1, 2013 as set forth below (new language in *italics*):

ARTICLE XVI  
INSURANCE

16.1 Health Insurance:

Employees who are contracted to work at least 239 days per year and at least 7 hours per day will be eligible for health insurance under the District's plan. The District shall pay 85% of the single coverage and the employee may elect two person or family coverage at his/her net expense. Employees who are not otherwise eligible may purchase health insurance at their own expense.

*Effective January 1, 2014, Employees who are contracted to work at least thirty (30) hours per week for the academic year will be eligible for health insurance under the District's plan. The District shall pay 82.5% of the single coverage and the employee may elect two person or family coverage at his/her net expense. Employees who are not otherwise eligible may purchase health insurance at their own expense.*

Any eligible employee who notifies the District in writing no less than 30 days before the commencement of the school year that he/she wishes to waive his/her applicable health insurance coverage, provides written proof of health insurance coverage under another plan (*other than a federally subsidized plan that results in a financial penalty being imposed upon the District*) and in fact does not participate in any of the health insurance plans available to him/her under this Agreement during a particular school year, will receive a payment of \$700, payable in two equal installments to be included in the employee's regular paycheck for the first pay periods in the month of November and May. *It is understood that payment under this paragraph shall not apply to those employees who are contracted to work at least thirty (30) hours per week during the 2013-2014 academic year.*

Sara-Jane Deane  
Ellis School Support Staff, President

7/24/13  
Dated

Maureen Keane  
Fremont School Board, Chairperson

7/19/13  
Dated