February 2, 2018

Memorandum of Understanding

This document serves as an agreement between the John Stark Teachers' Association (Association) and the John Stark Regional High School Board (Board).

Our insurance carrier, Anthem, changed their deductible year to match the district's fiscal year. This change happened in the middle of a negotiated contract (CBA). The current CBA calls for the district to replenish deductible expenditures in Association members' HSAs on January 1 each year of the contract. However, due to Anthem's shift from a calendar year to a school fiscal year, members' HSA will be replenished on July 1st, except as noted below. In order to facilitate the transition to the new deductible year as described by Anthem while preserving the integrity and the intent of the CBA, the Association and the Board do hereby agree to the following:

1. HSA replenishment as described by section 6.4 of the current CBA will be moved from January 1, 2018 to June 30, 2018.
2. Subsequent annual HSA replenishment shall occur on the first day of the insurance deductible period, July 1, with the exception of July 1, 2018 as follows:
    a. Current members of the Association who received HSA replenishment under the current CBA on June 30, 2018, shall not receive their next replenishment until July 1, 2019.
    b. New members or members who had not previously taken insurance from the district shall have their HSAs funded on July 1, 2018 as prescribed by the CBA in effect on that date.
3. Members shall have until July 15, 2018 to submit evidence of deductible utilization. No requests for HSA contributions will be honored after this date.
4. This Memorandum of Understanding will take effect immediately and be in force through June 30, 2021.

Association President

Board Chair

Association Vice President