

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE BOARD OF SCHOOL TRUSTEES OF THE NEW CASTLE COMMUNITY SCHOOL CORPORATION
AND THE NEW CASTLE EDUCATION ASSOCIATION**

The parties, represented by their agents whose signatures are affixed below, have reached the following agreement. This Memorandum of Understanding shall be attached to and incorporated into the collective bargaining agreement.

1. Teachers who were employed by the Corporation and received an evaluation rating of Highly Effective or Effective during the 2018-19 school year shall be entitled to receive a minimum increase to base pay in the amount of \$3,000.
2. Teachers hired in the 2019-20 school year shall be placed according to the revised 2019-20 placement schedule.
3. Teachers enrolling in a high deductible health plan (HDHP), effective 9/1/19, will receive a one-time employer contribution in the amount of \$1,000 toward a Health Savings Account or toward a VEBA. The contribution will be made prior to October 1, 2019.
4. Effective September 1, 2019, group hospitalization insurance will change to a four-tier plan.
5. Effective September 1, 2019, the school corporation's contribution to a PPO plan will be as follows: Single 70%; Employee + Children 65%; Employee + Spouse 61%; Family 60%.
6. Effective September 1, 2019, the school corporation's contribution to a HDHP plan will be as follows: Single 90%; Employee + Children 77%; Employee + Spouse 71%; Family 70%.
7. The renewal date of the group hospitalization insurance policy is September 1 and continues through August 31. The deductible will reset on the renewal date of the corporation's plan. The HDHP deductible will be Single \$2,700 and Family \$5,300 (w/ embedded \$2700 per individual deductible).
8. Single, out of pocket max for the HDHP is \$5,400 (this includes non-Healthlink Prescriptions, non-Healthlink Office Visits, Urgent Care, and ER only) and Family, out of pocket max for the HDHP is \$10,600 (this includes non-Healthlink Prescriptions, non-Healthlink Office Visits, Urgent Care, and ER only).
9. The corporation will implement a Spousal Carve-Out effective September 1, 2019.
10. Effective September 1, 2019, retirees will be charged an additional \$42.50/month in group hospitalization insurance premiums for Healthlink.
11. Effective September 1, 2019, retiree spouses are excluded from the corporation's group hospitalization insurance plan.
12. Effective September 1, 2019, the group hospitalization insurance carrier will change to the Advantus Network, which includes direct contracting with Henry County Health, Hancock Regional Health, St. Vincent and St. Vincent affiliates.
13. In the Advantus network, participants will be limited to using the following pharmacies: Henry County Hospital, Freds, Forest Ridge, Northfield Park, Kroger, and/or Walmart.
14. In addition to the initial one-time corporation contribution, the annual 1% contribution to VEBA may instead be converted to 1% HSA contribution for employees with a HDHP upon the employee's request.

BOARD OF SCHOOL TRUSTEES
NEW CASTLE COMMUNITY
SCHOOL CORPORATION

Vice President

Superintendent

Date

NEW CASTLE EDUCATION ASSOCIATION

NCEA Representative

Chief Negotiator

Date