

## MEMORANDUM OF UNDERSTANDING

WHEREAS, the Whitko Community School Corporation (“School Corporation”) entered into a collective bargaining agreement (“CBA”) with the Whitko Classroom Teachers Association (“Association”) that was effective July 1, 2023 and expires on June 30, 2025;

WHEREAS, after the 2023 bargaining season had concluded, the School Corporation received notice that its health insurance premiums beginning January 1, 2025, would increase substantially more than anticipated by the School Corporation or the Association during the 2023 bargaining sessions;

WHEREAS, the School Corporation and Association believe an amendment to the CBA to address these issues is needed;

NOW THEREFORE, and subject to the School Corporation and Association agreeing as follows:

1. Article IV(B) **2** of the CBA is amended as follows (additions and ~~deletions~~ noted):

~~Calendar Year 2 Insurance~~

~~The insurance increase fFor Calendar Year 2 (2025) Beginning January 1, 2025 only, the teachers contribution towards health insurance premiums will increase five percent (5%). The corporation will pay all of the increase beyond 5%. will be split equally between the corporation and the employee, therefore keeping the percentages the same. This paragraph shall not be considered status quo under this Agreement, and the Agreement shall revert back to the Board contribution established for the 2024 plan year thereafter.~~

~~Teachers hired after January 1, 2019, will be subject to a spousal carve out policy immediately. Spousal carve out for all teachers will become effective January 1, 2021. Spousal carve out has never been used. In the event it is needed and agreed upon, the amount of savings from spousal carve out will be redistributed to the corporation’s contribution of the other insurance plan premiums for teachers. Beginning January 1, 2025, For the 2025 plan year only, spouses of teachers are not allowed to enroll in the School Corporation health insurance plan. This paragraph shall not be considered status quo under this Agreement, and this paragraph shall revert to the following language established under the 2021-2023 Agreement: “Teachers hired after January 1, 2019, will be subject to a spousal carve out policy immediately. Spousal carve out for all teachers will become effective January 1, 2021.”~~

2. No other provision of Article IV(B) or any other provision of the CBA is amended. To the extent any other CBA provision conflicts with the Amendments stated herein, the Amendments stated herein shall be controlling.

This Memorandum of Understanding ratified on the dates entered below.

**WHITKO COMMUNITY SCHOOL CORPORATION**

By:

Annette Arnold

Name:

Annette Arnold

Title:

Whitko Board President

Date:

11/18/24

**WHITKO CLASSROOM TEACHERS ASSOCIATION**

By:

Antimony Fox

Name:

Antimony Fox

Title:

Whitko CTA President

Date:

11/19/24