

MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT is made by and between the Ledyard Board of Education ("Board") and the Ledyard Education Association ("LEA"). The Board and the Association are sometimes referred to herein collectively as the "Parties" or individually as a "Party."

WHEREAS, the Board and the LEA are parties to a collective bargaining agreement ("CBA") that runs from July 1, 2019 until June 30, 2022; and

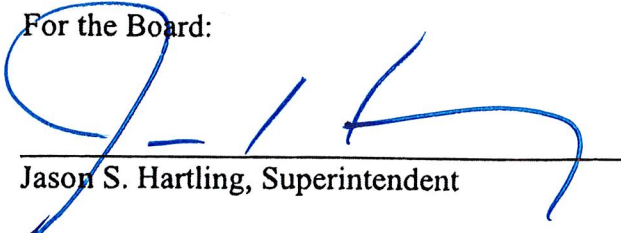
WHEREAS, "Teachers who have elected such waiver in the 2008-2009 school year may continue to elect to waive all health insurance benefits and, in lieu thereof, be remunerated in the amount of ten percent of the premium saved by the Board at the time of the waiver because of said waiver; and

WHEREAS, the Board and LEA seek a continued partnership and clarity of understanding on this matter; and

NOW THEREFORE:

1. Waivers will be based on current year premium rates
2. "All health insurance benefits" will be defined as medical, dental and vision
3. Those members who receive the waiver and have dental and/or vision insurance from the Board must terminate those coverages at the next open enrollment to remain eligible.
4. Determination of individual, double or family will be based on the calculation used in 2018-2019 declared eligibility and will be held constant
5. LEA members whose spouse is also covered by Board benefits will only receive a medical waiver at an individual rate
6. This Agreement shall not constitute a precedent for any future disputes or negotiations between the Parties.

For the Board:



Jason S. Hartling, Superintendent

11/13/19
Date

For the Association:



Ted Allen, LEA President

11/13/19
Date