

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the "Agreement") is entered by and between the Gahanna-Jefferson Public School District Board of Education (the "Board"), and the Gahanna Jefferson Education Association (the "GJEA") on October 17, 2024.

WHEREAS, the District and GJEA are parties to a Collective Bargaining Agreement (CBA) in effect from July 1, 2024 – June 30, 2027; and

WHEREAS, the CBA contains provisions in Article IX, Section IX C and Appendix D related to Insurance; and

WHEREAS, the Insurance Committee, as outlined in Article X, Section D, has been monitoring insurance costs and reviewing benefits packages; and

WHEREAS, the Parties have determined that certain modifications to the High Deductible Health Plan (HDHP) deductibles and Dental Insurance (Dental) premiums need to be made.

NOW, THEREFORE, in consideration of the mutual promises and obligations contained herein, the Parties agree that:

1. Effective January 1, 2025, the annual HDHP deductible shall be increased to the following amounts for the plan to be in compliance with IRS minimum requirements to remain a qualified HDHP:
 - a. three thousand three hundred dollars (\$3300) for a member electing single coverage
 - b. six thousand six hundred dollars (\$6600) for a member enrolling in family coverage.
2. For coverage effective January 1, 2025, the Dental premiums shall be increased seventeen-point four percent (17.4%) and the member's portion of that monthly premium shall be:
 - a. four dollars and nine cents (\$4.09) a month for a member electing single coverage
 - b. twenty-four dollars and twenty-five cents (\$24.25) a month for a member electing family coverage

All other provisions of the Collective Bargaining Agreement currently in effect between the parties not altered by this Memorandum of Agreement shall remain in full force and effect for the term of the Collective Bargaining Agreement and no other agreements shall serve to alter the provisions of the Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.



Joan Miller, GJEA President

10/18/24

Date



Tracey Deagle, Superintendent

10/17/24

Date