MEMORANDUM of UNDERSTANDING
Between
Ashland School District No. 5
And
Oregon School Employees Association Ashland Chapter 42

This Memorandum of Understanding is entered into by and between Ashland School District No. 5 ("District") and the Oregon School Employees Association Ashland Chapter 42 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2024 – June 30, 2027

RECITALS

The parties agree to amend Article 12 of the collective bargaining agreement to reflect that the District is no longer self-insured.

TERMS OF MEMORANDUM OF UNDERSTANDING

The following language shall replace Article 12 of the 2024–2027 collective bargaining agreement:

ARTICLE 12
INSURANCE

The Ashland School District provides employees with comprehensive medical, dental and vision coverage.

The District has established an Insurance Committee that represents all employee groups in the District. The role of the Insurance Committee will be to consider any changes to plans, employee contributions, and make a recommendation to the Superintendent. The Association shall have four (4) voting members on the Insurance Committee. Each committee member shall have one (1) vote.

A bargaining unit employee hired to work thirty (30) hours per week or more, nine (9) months or more per year, shall have access to health insurance benefits as enumerated in Section A for the employee and dependents. Bargaining unit employees who work twenty (20) hours per week or more, but less than thirty (30) hours per week on a nine (9) month basis or more per year, shall be eligible for "employee only medical only," paid by the District.

A. The employee and district will pay the following portions of the monthly premiums for present insurance benefits, Family Medical, Dental and Vision as follows:

	Employee	**District**
Employee Only	0%	100%
Employee Plus Child(ren)	9%	91%
Employee Plus Spouse	11%	89%
Employee Plus Family	10%	90%

In no case shall the employees be held responsible for any premium increases greater than $25 per month in a given year in any category.

B. Changes may be made on an annual basis, based on insurance renewal dates.

C. Any increase in premiums for these coverages, after the insurance renewal date, in a single insurance year shall be paid by the District.

D. When a benefit-eligible employee is hired on or before the fifteenth (15th) of the month, insurance coverage will commence on the first (1st) day of the following month. When a benefit-eligible employee is hired after the fifteenth (15th) of the month, insurance coverage will commence on the first (1st) day of the following month, so that coverage for benefit-eligible employees will begin within thirty (30) days from the date of the first day of service.

E. The District shall continue to provide a Section 125 Plan that includes the following:

1. A pre-tax option for insurance premiums;

2. A flexible spending account for unreimbursed medical health expenses; and

3. A flexible spending account for dependent care.

The District will continue to make supplemental insurance available for purchase at the discretion of the employee.

F. Opt-Out

Employees who have medical coverage through another qualified group plan may opt-out of the District-provided medical, prescription, dental, and vision coverage by providing proof of coverage. The District will then provide the employee with a taxable benefit in the amount of four hundred dollars ($400) per month. The employee may opt-out at open enrollment or during a qualifying life event.

G. Any currently insured employee who retires and is ineligible for the District supplemental retirement, may elect within sixty (60) days after the employee's effective date of retirement, to access "medical only" insurance coverage for the employee and the employee's spouse and dependent children, if any, until the employee is eligible for Medicare. Only the individuals covered by the group medical insurance at the time of the employee's retirement will have access to the District insurance. Such medical coverage shall be the same as that provided to current employees as enumerated in this Article. The employee shall be responsible for the full payment of such coverage. When the retiree's medical coverage is terminated, access to medical insurance shall be made available for the spouse/domestic partner of a retired employee until the spouse/domestic partner becomes eligible for Medicare. The child of a retiree shall have access to medical insurance until the child reaches age twenty-six (26). The District will not pay any of the costs of medical insurance for the retiree's dependents.

H. Long-Term Disability Insurance

Eligible Employees will pay the entire monthly premium for long-term disability insurance through payroll deduction.

Eligible is defined as: Classified employees working twenty (20) hours or more per week. Participation is NOT optional.

Additional terms of the MOU:

1. Any provision of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
2. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
3. This MOU shall become effective upon signature of the parties and ratification by OSEA members.

For OSEA

Steven Essig Date
OSEA Chapter President

Susan Greeley Date
OSEA Field Representative

For the District

Joseph Hattrick Date
Superintendent

Board Chair Date
Ashland School Board