

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE PICKERJNGTON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION  
AND  
THE PICKERINGTON EDUCATION ASSOCIATION**

This Memorandum of Understanding ("MOU") is made by and between the Pickerington Local School District Board of Education (the "Board") and the Pickerington Education Association (the " Association") (collectively "the Parties").

**WHEREAS**, the Board and the Association are currently parties to a collective bargaining agreement ("Agreement"); and

**WHEREAS**, Article 12, Insurance Benefits (the "Article"), has established an Insurance Committee that is maintained by the Board and the Association; and

**WHEREAS**, the health insurance plan offered by the Board was traditionally a Plan Year that began on September 1 of a calendar year, and ended on August 31 of the subsequent calendar year; and

**WHEREAS**, the Open Enrollment Period required by Internal Revenue Code Section 125 ("Open Enrollment") has been held generally in the late July through August timeframe; and

**WHEREAS**, the Article establishes a payment to be made to unit members who opt out of the health insurance plan; and

**WHEREAS**, the decision to opt-out is required to be made on or before September 1 of each school year, during the previous Open Enrollment that began in late July and ended in August; and

**WHEREAS**, to align plan changes and open enrollment with corresponding changes in the period in which deductibles, copays and out-of-pocket expenses are accumulated, the Insurance Committee worked during the 2020-2021 school year to transition the health insurance plan offered by the Board from a Plan Year that began on September 1 of a calendar year, and ended on August 31 of the subsequent calendar year, to a Plan Year that begins on January 1 of each calendar year and ends on December 31 of the same calendar year; and

**WHEREAS**, this change requires Open Enrollment to be held during the time period from late October through mid-November;

**NOW, THEREFORE**, the Parties hereby agree as follows:

1. Article 12, part F, will be amended as follows:

**F. OPT-OUT INCENTIVE**

1. The Board will pay an annual Opt-Out Incentive to unit members who opt-out of the Board's major medical health insurance plan on or before December 1st of each year. The opt-out incentive shall be paid as follows:

Family Plan: \$4,200 Single Plan: \$2,400

2. This MOU contains the entire agreement between the Parties as to the matters set forth herein.
3. There are no other understandings or agreements between the Parties in relation thereto, oral or otherwise, except as expressly set forth herein.
4. All other terms and provisions set forth in the 2021-2023 collective bargaining agreement shall remain in effect through June 30, 2023 unless modified, in writing, by mutual agreement of the parties.
5. This MOU shall be deemed effective immediately upon execution by the parties, and it shall expire on June 30, 2023. It is the intent of the Board and the Association to renew the provisions of this MOU by mutual written agreement.

**SO AGREED:**

Pickerington Education Association

*Brad Harris*

September 15, 2021

PEA President

Date

Pickerington Local School District Board  
of Education

*Chris Briggs*

Digitally signed by Chris Briggs  
DN: cn=Chris Briggs, o=Board of  
Education, ou=Pickerington  
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Date: 2021.09.14 14:48:56 -04'00'

Superintendent

September 14, 2021

Date