



LAMOILLE NORTH SUPERVISORY UNION
MASTER AGREEMENT SIDE LETTER OF AGREEMENT

Effective January 1, 2019 – June 30, 2019

Lamoille North Unified Education Association and Lamoille North Supervisory Union School Board, the Cambridge Elementary School Board and the Lamoille North Modified Unified Union School District agree to modify specific terms of Article 8.3.2-3 of the Teacher collective bargaining agreement and Article 7.5 C. of the support staff collective bargaining agreement for the period January 1, 2019 – June 30, 2019. This Side letter of Agreement shall expire on June 30, 2019.

All other provisions of the collective bargaining agreements shall remain in force as currently stipulated and are unaffected by the terms of this Side Letter of Agreement.

TEACHERS

8.3.2-3 The Boards will offer an accompanying Health Reimbursement Arrangement (HRA) for each employee enrolled in a VEHI qualifying plan based on Gold CDHP for January 1, 2019-June 30, 2019. Employer will pay the first \$2,100 of out-of-pocket deductible and co-insurance expenses for a single plan, the first \$4,200 of out-of-pocket deductible and co-insurance expenses for a 2-person and parent/child(ren), and the first \$3,800 for a family plan. Subsequent to the employer paying the first dollars of out-of-pocket deductible and co-insurance expenses as indicated, the employee will pay the remainder of out-of-pocket deductible and co-insurance costs. If employee chooses a plan other than Gold CDHP, the above CDHP Gold HRA equivalent applies. The employer will cover the monthly per person administrative fee associated with the HRA.

SUPPORT STAFF

7.5 C. The Boards will offer an accompanying Health Reimbursement Arrangement (HRA) for each employee enrolled in a VEHI qualifying plan based on Gold CDHP for January 1, 2019-June 30, 2019. Employer will pay the first \$2,150 of out-of-pocket deductible and co-insurance expenses for a single plan and the first \$4,300 of out-of-pocket deductible and co-insurance expenses for a 2-person, parent/child(ren) or family plan. Subsequent to the employer paying the first dollars of out-of-pocket deductible and co-insurance expenses as indicated, the employee will pay the remainder of out-of-pocket deductible and co-insurance costs. If employee chooses a plan other than Gold CDHP, the above CDHP Gold HRA equivalent applies. The employer will cover the monthly per person administrative fee associated with the HRA.

IN WITNESS WHEREOF, the Boards and the member associations of the Lamoille North Supervisory Union on behalf of their teachers have hereunto caused their hands to be set to this Agreement by their respective representatives this 6th day of September 2018

For the CES, LNSU and LNMUUSD Boards:

Susan Hamlyn Prescott
Printed Name

Susan Hamlyn Prescott
Signature

For the CES, LNSU and LNMUUSD Teachers of the Lamoille North Unified Education Association:

Melissa Greenwood
Printed Name

Melissa Greenwood
Signature

For the CES, LNSU and LNMUUSD Educational Support Personnel Unit of the Lamoille North Unified Education Association:

Darcey Fletcher
Printed Name

Darcey Fletcher
Signature