

**MEMORANDUM OF UNDERSTANDING BETWEEN
GALION CITY SCHOOL DISTRICT BOARD OF EDUCATION
AND OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES, LOCAL #370**

This Memorandum of Understanding (“MOU”) is made and entered into by and between the Galion City School District Board of Education (the “Board”) and the Ohio Association of Public School Employees, Local #370 (“OAPSE” or the “Association”) (collectively, “the Parties”).

WHEREAS, the Board and OAPSE have entered into a collective bargaining agreement that is effective from July 1, 2025 through June 30, 2028 (“Negotiated Agreement”);

WHEREAS, Article 44 (“Me Too Clause”) of the Negotiated Agreement provides in relevant part, “In the event that the Galion Education Association (GEA) settlement of wages, steps, and employee contribution towards the insurance premium results in a more favorable settlement to those employees than that received by OAPSE Local #370 under this Agreement, an adjustment will be made to this Agreement which will provide OAPSE Local #370 with the same compensation package.”

WHEREAS, the Board and GEA recently entered into a collective bargaining agreement effective from August 15, 2025 through August 14, 2028, which includes a more favorable settlement with regard to employee contribution towards the health insurance premium(s);

WHEREAS, the Parties wish to implement Article 44 (“Me Too Clause”) and modify the Negotiated Agreement to provide OAPSE bargaining unit members with the same settlement provided to GEA regarding employee contributions towards the health insurance premium(s).

NOW THEREFORE, pursuant to this Memorandum of Understanding, the Parties agree to the following modification of the Negotiated Agreement:

1. Article 26, Health Insurance, will be amended to include the following bold and underlined language, while subsequently removing the stricken language:

HEALTH INSURANCE

The Galion City School District will offer any insurance plans to the employees that have been adopted and offered by the Wyandot Crawford Health Benefits Fund Consortium. Current information regarding the District’s Insurance plan offerings can be found on the District’s website.

Full-time employees (those who work six [6] or more hours per day for at least nine [9] months a year and all bus drivers who have a standard route are eligible for health insurance. Employees working less than full-time but at least seventy-five (75%) FTE will be eligible for insurance benefits, paid by the employee at the rate of twenty percent (20%) of the cost of the premiums plus twenty-five percent (25%)

of the cost of the Board's share of the premiums for Plan D and fifteen percent (15%) of the cost of the premiums plus twenty-five percent (25%) of the cost of the Board's share of premiums for Plan C. For Plan B, the employee will pay a rate of ~~thirty-five percent (35%)~~ **thirty percent (30%)** plus 25% of the cost of the Board's share of premiums.

Employees working less than full-time but at least fifty percent (50%) FTE will be eligible for insurance benefits, paid by the employee at the rate of twenty percent (20%) of the cost of the premiums plus fifty percent (50%) of the cost of the Board's share of the premiums for Plan D and fifteen percent (15%) of the cost of the premiums plus fifty percent (50%) of the cost of the Board's share of premiums for Plan C. For Plan B, the employee will pay a rate of ~~thirty-five percent (35%)~~ **thirty percent (30%)** plus fifty percent (50%) of the cost of the Board's share of premiums.

Plan C includes a Health Savings Account ("HSA") contribution by the Board in the amounts as follows:

Effective January 1, 2026, the Board will make lump sum HSA contribution(s) in the amounts of one thousand five hundred dollars (\$1,500) for bargaining unit members on individual plans and two thousand eight hundred dollars (\$2,800) for bargaining unit members on family, employee + spouse, or employee + children plans.

Effective January 1, 2027, the Board will make lump sum HSA contribution(s) in the amounts of one thousand seven hundred dollars (\$1,700) for bargaining unit members on individual plans and three thousand dollars (\$3,000) for bargaining unit members on family, employee + spouse, or employee + children plans.

Effective January 1, 2028, the Board will make lump sum HSA contribution(s) in the amounts of two thousand dollars (\$2,000) for bargaining unit members on individual plans and three thousand three hundred dollars (\$3,300) for bargaining unit members on family, employee + spouse, or employee + children plans.

The Board shall provide an insurance plan with premium payments as follows for all fulltime employees.

The employee contribution can be either (at the employee's choice) a taxable payment or put in a 125 tax sheltered FSA.

Full-time employees pay the following amounts for Single, Employee Plus Spouse, Employee Plus Children and Family coverage:

Plan D: employee pays twenty percent (20%) of the premium adjusted on January 1, 2026 and on January 1 each year thereafter.

Plan C: employee pays fifteen percent (15%) of the premium adjusted on January 1, 2026 and on January 1 each year thereafter. This plan includes a Health Savings Account (“HSA”) contribution by the Board in the **amounts as follows:**

Effective January 1, 2026, the Board will make lump sum HSA contribution(s) in the amounts of one thousand five hundred dollars (\$1,500) for bargaining unit members on individual plans and two thousand eight hundred dollars (\$2,800) for bargaining unit members on family, employee + spouse, or employee + children plans.

Effective January 1, 2027, the Board will make lump sum HSA contribution(s) in the amounts of one thousand seven hundred dollars (\$1,700) for bargaining unit members on individual plans and three thousand dollars (\$3,000) for bargaining unit members on family, employee + spouse, or employee + children plans.

Effective January 1, 2028, the Board will make lump sum HSA contribution(s) in the amounts of two thousand dollars (\$2,000) for bargaining unit members on individual plans and three thousand three hundred dollars (\$3,300) for bargaining unit members on family, employee + spouse, or employee + children plans.

~~amount of one thousand dollars (\$1,000.00) in year one (1); one thousand dollars (\$1,000.00) in year two (2); and one thousand dollars (\$1,000.00) in year three (3), payable in the first pay in January.~~ The HSA lump sum incentive will be evaluated at the end of negotiated agreement.

Plan B: employee pays ~~thirty five percent (35%)~~ **thirty percent (30%)** of the premium adjusted on January 1, 2026 and on January 1 each year thereafter.

Plan A: eliminated, effective December 31, 2025 (Plan A is not available to new hires for the 2025-2026 school year)

Effective January 1, 2017, members’ dependents eligible for adult dependent care coverage will be determined by the consortium and will be reviewed by the Insurance Committee with recommendations made for vote by the parties by way of MOU.

If both spouses are employed by the Galion City Schools, they will be offered one (1) family or employee plus spouse policy through designation of one (1) spouse as head of household at the full amount of the premium contribution from those employees for the plan selected. The employee spouse who is not head of household for purposes of enrollment in the District’s insurance plan(s) will receive a one

thousand five hundred dollar (\$1,500.00) payment annually. Beginning with the 2025-2026 school year, the spouse of an employee new to the District shall not be eligible for any insurance coverage if the spouse is employed and has the opportunity to acquire health insurance through his/her employer. Written confirmation, from the employer, of the unavailability of insurance is required prior to enrollment in the Galion City School District insurance plan. If employment and health insurance availability changes, verification must be resubmitted.

WAIVER OF COVERAGE – All employees who are currently enrolled in the Board’s insurance plan who elect to decline the Board-provided health insurance shall be entitled to receive an annual insurance waiver as follows: If an employee elects the waiver, an employee will receive one thousand five hundred dollars (\$1,500.00). The waiver must be elected in writing (see Appendix S) and is only available to employees who can show proof of coverage from another source.

ENROLLMENT: The open enrollment period will occur each November 1 for a thirty (30) day period for employees making changes to their insurance status.

- 2. The terms of this MOU shall be effective upon ratification by the Parties. Further, the revisions of these specific sections shall automatically expire upon the expiration of the Negotiated Agreement with no further action by the Parties required.
- 3. All other terms of the CBA not in conflict with this MOU as set forth herein shall remain in full force and effect and shall remain applicable to all bargaining unit members. The Parties further agree that the terms of this MOU do not establish a precedent or past practice between the Parties with respect to the subject matters addressed herein.
- 4. This MOU constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings, or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by the Parties.

FOR THE BOARD

FOR OAPSE LOCAL #370

Jeff Hartmann, Superintendent

Freddie Beachy, OAPSE #370 President

Date

Date