



Apollo-Ridge School Board Special Meeting

Apollo-Ridge High School Community Room

Wednesday, November 8, 2017, 6:30 p.m.

MINUTES

I. Call Meeting to Order

The meeting was called to order by Board Vice President, Mr. Forrest Schultz, at 6:36 p.m. Mrs. Jennie Ivory, Board Secretary, was requested to conduct the roll call and following same, declared a quorum present.

II. Pledge of Allegiance to the Flag

III. Roll Call

Board Members Present: Mr. Forrest Schultz, Mr. Jim Ferguson, Mr. Paul King, Mr. Dominick Duso, Mr. Rick Fetterman, Mrs. Susan Wenckowski

Board Members Absent: Mr. Gregory Primm, Mr. Dan Obriot, Mrs. Rebecca Ross

Administrators Present: Dr. Matthew Curci

Administrators Absent: Not required to attend

Guests: None

Solicitor: None

IV. Resolutions

A. Finance

B. Personnel

Resolution B-1

Be it resolved that the Apollo-Ridge Board approves a Memorandum of Understanding between the Apollo-Ridge School District and the Apollo-Ridge Education Association as marked [Exhibit B-1](#).

Resolution B-2

Be it resolved that the Apollo-Ridge Board approves the Agreement between the Apollo-Ridge School District and the Apollo-Ridge Education Association for the period of August 2, 2018 through August 1, 2023 as presented.

Resolution B-3

Be it resolved that the Apollo-Ridge Board approves unpaid absence requests as marked [Exhibit B-3](#).

Resolution B-4

Be it resolved that the Apollo-Ridge Board accepts, with regrets, the resignation of Mrs. Carol Kopnick, Custodial Supervisor, for the purpose of retirement, effective February 28, 2018.

Be it resolved that the Apollo-Ridge Board approves Personnel resolutions B-1 through B-4.

B-1 Memorandum of Understanding
 B-2 A-REA Agreement
 B-3 Unpaid Absences
 B-4 Resignation/Retirement: Carol Kopnick

Motion: Mr. King Second: Mrs. Wenckowski		
Roll Call:		
6 AYE	0 NAY	MOTION PASSED

C. Curriculum

D. Student Activities

Resolution D-1

Be it resolved that the Apollo-Ridge Board approves field trip requests as marked [Exhibit D-1](#).

Be it resolved that the Apollo-Ridge Board approves Student Activities resolution D-1.		
D-1 Field Trip Requests		
Motion: Mr. Ferguson Second: Mr. Fetterman		
Roll Call:		
6 AYE	0 NAY	MOTION PASSED

E. Student Transportation

F. Facilities and Property

G. Food Service

H. Legislation

V. **Hearing of the General Public**

VI. **Adjournment**

Motion: Mr. King **Second:** Mr. Duso

Time: 6:44 PM

EXHIBIT B-1

[Back to Resolution B-1](#)[Back to Top](#)**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is made this ____ day of November 2017, between the Apollo-Ridge School District ("Apollo-Ridge") and the Apollo-Ridge Education Association ("Association").

WHEREAS, the Association is the recognized bargaining representative of a bargaining unit that includes teachers, school counselors, nurses and librarians;

WHEREAS, Apollo-Ridge and the Association are parties to a collective bargaining agreement having a term ending August 1, 2018, (hereinafter, the "Current CBA");

WHEREAS, the parties have negotiated a successor collective bargaining agreement to be effective August 2, 2018, that includes, inter alia, the provision of group health insurance through a qualified high deductible health plan accompanied by employer contributions to health savings accounts in lieu of the group health insurance plan provided under the current agreement; and

WHEREAS, the parties mutually desire to implement the qualified high deductible health plan and health savings account contributions effective January 1, 2018, and, therefore, to modify the Current CBA accordingly;

NOW, THEREFORE, Apollo-Ridge and the Association agree as follows:

1. Amendment of the Current CBA. Appendix B (Benefits) to the Current CBA, Section F (Medical and Hospitalization Insurance) is modified to provide as follows:

Section F. Medical and Hospitalization Insurance

1. Through December 31, 2017, each employee shall be provided hospitalization and medical insurance through a Select Blue Point of Service Plan consistent with the specifications appended hereto.

2. Commencing January 1, 2018, each employee shall be provided hospitalization and medical insurance through a Qualified High Deductible Health Plan consistent with the specifications appended hereto.

3. When the School District employs both the husband and wife, the husband and wife shall be entitled to either husband and wife coverage or family coverage under the same plan. In no event shall husband and wife be entitled to individual coverage or coverage under different plans offered by the School District.

4. The School District shall establish a health savings account for each bargaining unit member enrolled in the District's Qualified High Deductible Health Plan. The School District shall pay for any administrative fees required for the establishment and maintenance of such accounts. For the 2018 calendar year, the School District will contribute to the health savings account the sum of \$1,500 for each employee enrolled for individual coverage and the sum of \$3,000 for each employee enrolled for dependent coverage. Annual contributions to health savings accounts of new employees will be prorated and made within thirty days following the commencement of employment. School District contributions will be deposited on the first banking day of January 2018, although the timing of posting of such sum to the employee's account shall be subject to the banking system process. Employees enrolled in the School District's group health insurance plan who are prohibited by law from participation in health savings accounts shall be provided a taxable cash payment in an amount equivalent to the District's health savings account contribution. Employee voluntary payroll contributions will be permitted on a schedule to be determined by the parties.

5. If an employee has a change in status that affects the coverage level from individual to dependent, then the employee will receive an additional employer contribution based upon the date of the change as follows:

(a) If the status change occurs during either the 1st or 2nd quarters following the beginning of the plan year, the employee will receive the additional monies to equal a family employer contribution. For example, an employee who has a status change from Single to Family during either the 1st or 2nd quarters would receive an additional \$1500.

(b) If the status change occurs during either the 3rd or 4th quarters following the beginning of the plan year, the employee will receive 50% the additional monies to equal a family employer contribution. For example, an employee who has a status change from Single to Family coverage during either the 3rd or 4th quarters would receive an additional \$750.

(c) The deposit into the health savings account by the School District will be made on the next payroll for which employee voluntary contributions are being processed to the extent that there is sufficient time to do so.

6. If at any time, an employee who is enrolled under the Qualified High Deductible Health Plan, becomes ineligible to have health savings account, it will be the responsibility of the employee to notify the School District of such change.

7. Subject to the terms and conditions of the flexible benefits plan adopted by the School District pursuant to Section 125(d)(1) of the Internal Revenue Code, employees and retirees shall have the option on an annual basis to elect to receive a cash payment in lieu of enrollment in the School District's group health insurance. For the waiver of coverage for the period July 1, 2017, through December 1, 2017, employees shall receive a cash payment in the amount of One Thousand Dollars (\$1,000) for dependent coverage or Six Hundred Fifty Dollars (\$650) for single coverage, to be paid by December 31, 2017. Commencing January 1, 2018, employees electing to waive enrollment in the School District's group health insurance shall receive a cash payment in an amount equal to fifty percent (50%) of the

premium cost for the coverage for which the employee otherwise was eligible. The employee must produce verification of enrollment in another health insurance plan in which they are enrolled. Employees who would remain insured by the School District pursuant to any health insurance plan, as a primary beneficiary or as a dependent, for which the School District pays premiums shall not be eligible to receive the cash benefit hereunder. In the event of a change in insurance status, employees and retirees may reenroll in the School District plan subject to proration of the cash benefit.

2. Retiree Enrollments. For purposes of Appendix B of the Current CBA, Section L (Retirement Supplement and Incentive Program), employees retiring under the terms of the Current CBA may elect to enroll in Qualified High Deductible Health Plan or the Select Blue Point of Service Plan commencing on August 1, 2018. Retirees must notify the School District of such election in writing not later than April 1, 2018 and, in the absence of such notice, the retiree will be deemed to have elected the Qualified High Deductible Health Plan. While enrolled in the Qualified High Deductible Health Plan, retirees shall be subject to the same deductibles applicable to active employees pursuant to any successor collective bargaining agreements between the School District and the Association. Until such time as a retiree begins receiving Medicare benefits, a retiree may request to receive a contribution from the School District to their health savings account in an amount not to exceed their plan deductible amount each year. Such request must be made in writing on or before November 15th of each year. The cash outlay limit set forth in Appendix B, Section L shall be reduced by the amount of any School District contributions to the retiree's health savings account.

3. Contingency. The effectiveness of the terms of this Memorandum of Understanding are contingent upon the concurrent ratification by both the School District and the Association of a successor collective bargaining agreement and, in the absence of the ratification of a successor collective bargaining agreement, the terms of this Memorandum of Understanding shall be null and void.

4. Entire Agreement. This Memorandum of Understanding constitutes the entire and integrated agreement between the parties hereto relative to the subject matter hereof and supersedes any prior or contemporaneous representations, promises or negotiations among the parties concerning the subject matter hereof. Neither party has relied upon any representation, promise or understanding that is not expressly set forth herein. This Memorandum of Understanding has been jointly drafted by the parties hereto and shall not be presumptively construed in favor of or against any party hereto.

WHEREFORE, the parties, by their duly authorized representatives, have executed this Memorandum of Understanding.

Attest: APOLLO-RIDGE SCHOOL DISTRICT

Board President

Attest: APOLLO-RIDGE EDUCATION ASSOCIATION

President

EXHIBIT B-3

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UNPAID LEAVE REQUESTS

Request Number	Dates	Reason
UNP100417	October 4, 2017	Medical
UNP101617	November 22 – November 27, 2017	Personal
UNP102117	Intermittent	Medical
UNP110217	October 31, 2017	Personal
UNP110117	October 30, 2017	Illness

