



Lake City Area Schools

Office of the Superintendent

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Kimberly A. Blaszk
Superintendent

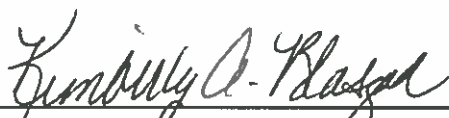
TO: Lake City Support Staff Federation #4772, Carl Vandeboss, President, Custodians
FROM: Kimberly Blaszk, Superintendent
DATE: July 1, 2016
RE: Memorandum of Understanding - Health Insurance

It is agreed that the following replaces Section 12 of Appendix A, Custodians, of the Lake City Support Staff Federation Master Agreement:

Section 12: Health Benefits


The Board agrees to offer health insurance to full time custodians. A custodian may elect single, double or full family coverage. The Board shall pay no more than \$5,992.30 for single coverage, \$12,531.75 for double coverage, or \$16,342.66 for family coverage ("Board Maximum Costs"). A full time custodian electing to be covered by the district's health insurance may choose either:

1. A traditional health insurance plan. If the traditional health insurance plan exceeds the Board Maximum Costs, the employee is responsible for paying the excess cost.
2. A high deductible health insurance plan with a health savings account. If the high deductible health insurance plan costs exceed the Board Maximum Costs, the employee is responsible for paying the excess cost. If the health insurance plan costs are lower than the Board Maximum Costs, the Board agrees to provide to the employee a benefit in the amount of the difference between the health insurance cost and the Board Maximum Cost. This benefit will be provided in a manner that complies with state and federal law. A Health Savings Account contribution, if applicable, will be distributed on a monthly basis and will discontinue upon termination of employment.



Kimberly A. Blaszk, Superintendent
Lake City Area Schools

Date: 10/5/16



Carl Vandeboss, President
Lake City Support Staff Federation, Custodians

Date: 10-11-2016