

MEMORANDUM OF AGREEMENT

Between the Sto-Rox School District and the Sto-Rox Education Association PSEA-NEA

This Memorandum of Agreement (hereinafter referred to as the "MOA") is made by and between the Board of School Directors of the Sto-Rox School District (hereinafter referred to as the "District") and the Sto-Rox Education Association PSEA-NEA (hereinafter referred to as the "Association"). The District and Association shall be referred to collectively as the "Parties."

WHEREAS, the Parties entered into a Collective Bargaining Agreement on August 12, 2016 that is effective July 31, 2013 through June 30, 2021;

WHEREAS, the Collective Bargaining Agreement entered into on August 12, 2016 required the parties to reopen negotiations for salary and health care premium payment for years 2017-2018, 2018-2019, 2019-2020, and 2020-2021;

WHEREAS, the parties reached a mutual agreement for salary and health care premium payment for years 2017-2018, 2018-2019, 2019-2020, and 2020-2021;

NOW, THEREFORE, intending to be legally bound hereby, the Parties agree as follows:

1. Appendix B, section A1 shall be modified to read:

A. 1. Health Care Insurance

Beginning with the 2016-2017 school year and continuing through the 2018-2019 school year, the District shall offer employees a choice of the PPO or EPO health insurance plans offered by the Allegheny County School Health Insurance Consortium and assume the premium cost minus the monthly employee premium contribution as provided in the following chart:

	Single coverage/month	All other coverages/month
PPO:		
2017-2018	\$70	\$140
2018-2019	\$70	\$140
EPO:		
2017-2018	\$40	\$80
2018-2019	\$40	\$80

For the years 2019-2020 and 2020-2021, the District shall offer employees the EPO health insurance plan offered by the Allegheny County School Health Insurance Consortium and shall not offer the PPO plan. The District will assume the premium cost minus the monthly employee premium contribution as provided in the following chart:

	Single coverage/month	All other coverages/month
2019-2020	\$40	\$80
2020-2021	\$40	\$80

Open Enrollment shall be held once each school year. If any employee opts out of the District Health plan, the District will pay the employee Two Thousand (\$2,000) dollars for opting out of single coverage or Four Thousand Five Hundred (\$4,500) dollars for opting out of other coverages. If during any year forty (40) professional employees opt out of the District Health

Plan, the District will pay the opting out teacher Two Thousand Five Hundred (\$2,500) dollars for single or Five Thousand Five Hundred (\$5,500) dollars for other coverages.

The health insurance coverage provided herein shall be coordinated and not duplicated such that covered occurrences shall be indemnified only once. Similarly, insurance coverage for dependents, if any, will be included within either employee's elected insurances plan, but shall not be included in coverage under both parties.

2. Appendix F shall be amended to include:

**2017-2018**

For the year listed above each employee will remain on the same step on the salary schedule as in the 2016-2017 year.

STO-ROX 2017-2018				
Step	Bachelors	Masters	M+30	M+60
1	40,900	41,400	41,900	42,400
2	42,470	42,970	43,470	43,970
3	44,810	45,310	45,810	46,310
4	47,160	47,660	48,160	48,660
5	49,500	50,000	50,500	51,000
6	51,850	52,350	52,850	53,350
7	54,190	54,690	55,190	55,690
8	56,540	57,040	57,540	58,040
9	58,890	59,390	59,890	60,390
10	61,230	61,730	62,230	62,730
11	63,580	64,080	64,580	65,080
12	65,920	66,420	66,920	67,420
13	68,270	68,770	69,270	69,770
14	70,610	71,110	71,610	72,110
15	72,960	73,460	73,960	74,460
16	75,300	75,800	76,300	76,800
17	78,430	78,930	79,430	79,930
18	81,930	82,430	82,930	83,430

**2018-2019**

For the year listed above each employee will advance one step on the salary schedule.

<b>STO-ROX</b>				
<b>2018-2019</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>M+30</b>	<b>M+60</b>
1	40,900	41,400	41,900	42,400
2	42,470	42,970	43,470	43,970
3	44,810	45,310	45,810	46,310
4	47,160	47,660	48,160	48,660
5	49,500	50,000	50,500	51,000
6	51,850	52,350	52,850	53,350
7	54,190	54,690	55,190	55,690
8	56,540	57,040	57,540	58,040
9	58,890	59,390	59,890	60,390
10	61,230	61,730	62,230	62,730
11	63,580	64,080	64,580	65,080
12	65,920	66,420	66,920	67,420
13	68,270	68,770	69,270	69,770
14	70,610	71,110	71,610	72,110
15	72,960	73,460	73,960	74,460
16	75,300	75,800	76,300	76,800
17	78,430	78,930	79,430	79,930
18	82,680	83,180	83,680	84,180

**2019-2020**

For the year listed above each employee will advance one step on the salary schedule.

<b>STO-ROX</b> <b>2019-2020</b>
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<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>M+30</b>	<b>M+60</b>
1	40,900	41,400	41,900	42,400
2	42,470	42,970	43,470	43,970
3	44,810	45,310	45,810	46,310
4	47,160	47,660	48,160	48,660
5	49,500	50,000	50,500	51,000
6	51,850	52,350	52,850	53,350
7	54,190	54,690	55,190	55,690
8	56,540	57,040	57,540	58,040
9	58,890	59,390	59,890	60,390
10	61,230	61,730	62,230	62,730
11	63,580	64,080	64,580	65,080
12	65,920	66,420	66,920	67,420
13	68,270	68,770	69,270	69,770
14	70,610	71,110	71,610	72,110
15	72,960	73,460	73,960	74,460
16	75,300	75,800	76,300	76,800
17	78,430	78,930	79,430	79,930
18	83,430	83,930	84,430	84,930

**2020-2021**

For the year listed above each employee will remain on the same step on the salary schedule as in the 2019-2020 year.

<b>STO-ROX</b>				
<b>2020-2021</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>M+30</b>	<b>M+60</b>
1	41,900	42,400	42,900	43,400
2	43,470	43,970	44,470	44,970
3	45,810	46,310	46,810	47,310
4	48,160	48,660	49,160	49,660
5	50,500	51,000	51,500	52,000
6	52,850	53,350	53,850	54,350
7	55,190	55,690	56,190	56,690
8	57,540	58,040	58,540	59,040
9	59,890	60,390	60,890	61,390
10	62,230	62,730	63,230	63,730
11	64,580	65,080	65,580	66,080
12	66,920	67,420	67,920	68,420
13	69,270	69,770	70,270	70,770
14	71,610	72,110	72,610	73,110
15	73,960	74,460	74,960	75,460
16	76,300	76,800	77,300	77,800
17	79,430	79,930	80,430	80,930
18	84,430	84,930	85,430	85,930

3. The District and Association agree that this Memorandum of Agreement does not in any way impact, alter, amend, or otherwise modify the CBA except as expressly agreed upon herein.
4. Any disputes regarding the interpretation or application of this Memorandum of Agreement shall be submitted to the grievance and arbitration process in the Collective Bargaining Agreement.
5. This Agreement shall be effective as of July 1, 2017 and shall continue in full force and effect until a successor agreement is executed by the Parties.

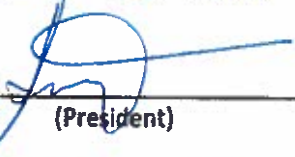
IN WITNESS WHEREOF, the parties hereto have cause this Agreement to be signed by their respective presidents, attested by the respective secretaries and their corporate seals to be placed hereon all on the day and year first above written.

**STO-ROX EDUCATION ASSOCIATION**

By:   
(President)

By: 

**STO-ROX SCHOOL DISTRICT**

By:   
(President)

By: 