

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the East Aurora Council-Local 604, AFT/IFT, AFL-CIO ("Union") and the Board of Education of the East Aurora School District No. 131 ("District") effective as of the 16 day of October, 2013.

WHEREAS, the District and the Union are parties to a collective bargaining agreement, which Agreement expires on June 30, 2015, (the "Agreement"); and

WHEREAS, Section 8.1 B. of the Agreement provides that the Insurance Committee shall review insurance cost data, claims history, cost projections and other information necessary to evaluate options for controlling insurance expenses; and

WHEREAS, dental coverage is not shown as a separate component of the District's current health coverage plans, but the provisions of the Affordable Care Act require that employees be given a separate election on such coverage; and

WHEREAS, the parties desire by this Memorandum of Understanding to implement certain changes and amendments to the Agreement to make them consistent with the Affordable Care Act;

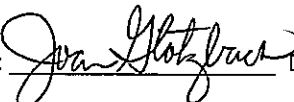
NOW THEREFORE the parties agree that effective upon the approval of this Memorandum as follows:

1. Section 8.2, **Dental Insurance**, is deleted and replaced with the following:
"The Board shall offer a group dental insurance policy for each employee and his/her dependents. The premium cost for dental shall be in accordance with the annual recommendation of the Insurance Committee, listed separately from medical coverage, and will be provided to the employee on the same basis as medical coverage."
2. For the year 2014, for an employee electing the same coverage plan as such employee elected for 2013, the employee portion of the premiums listed separately for medical and dental shall be such that, when added together, shall be equal to the 2013 medical premium that included dental so that, for the year 2014, the employee shall not incur an increase in premium for the same plan. In addition, even though listed separately, vision coverage will continue to be provided by the District.
3. Subparagraph 3 of Appendix B is hereby deleted.
4. The foregoing provisions and this Memorandum are non-precedential to the Union or the District with regard to other matters and without prejudice to any position of the Union or the District with regard to other matters and all other provisions of the Agreement remain unchanged and in full force and effect.

East Aurora Council-Local 604
IFT/AFT/AFL-CIO

By:  Date: 10/16/13

East Aurora School District #131

By:  Date: 10/16/13