

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF AGREEMENT is entered into this 13th day of November, 2018, by and between the WELLSBORO AREA SCHOOL DISTRICT (hereinafter "District") and the WELLSBORO AREA EDUCATION ASSOCIATION (hereinafter "Association").

WHEREAS, the District and the Association are parties to a collective bargaining agreement covering the period July 1, 2017, to June 30, 2021 (the "Agreement"), which Agreement describes among other things a dental insurance benefit for certain qualifying individuals; and

WHEREAS, District and Association representatives have engaged in discussions about a change of carriers for the dental insurance; and

WHEREAS, District has the right, pursuant to the Agreement, to change carriers provided the benefits are equal or better; and

WHEREAS, the parties are satisfied that the proposed plan is equal or better to the current plan from the current carrier;

NOW THEREFORE, intending to be legally bound hereby, and in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Notwithstanding any provision in the existing Agreement to the contrary, the parties agree that the District will provide members of the bargaining unit with dental insurance provided by Delta Dental.

2. The parties agree that the Delta Dental plan that has been considered by the District is equal or better coverage to the plan described in Section C-14 of the current Agreement and that the change to the Delta Dental plan is therefore authorized and acceptable.

3. Both parties acknowledge that nothing in this Agreement shall alter or amend any other portion of the Agreement except as set forth herein.

4. The individual signing on behalf of the District states that he/she has been duly authorized in accordance with law to enter into and execute this Agreement on behalf of and with permanent binding effect on the District and individual members thereof.

5. The individual signing on behalf of the Association states that he/she has been duly authorized in accordance with law to enter into and execute this Agreement on behalf of and with permanent binding effect on the Association and individual members thereof.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, have executed this Agreement the day and year first above written.

WITNESS:

WELLSBORO AREA
EDUCATION ASSOCIATION

Sammy L. Knowlton

ATTEST:

WELLSBORO AREA
SCHOOL DISTRICT
