

# MEMORANDUM OF UNDERSTANDING

## 2023-24 Master Teacher Contract Changes

In Article IV - Insurance Section A-b; it states the following:

“The board will pay the following percentages toward the group insurance benefits for part-time teachers qualifying for participation:

- i. 50% of the premium allotment for a halftime teacher, not to exceed 50% of the maximum board contribution.
- ii. 75% of the premium allotment for a teacher teaching more than a half-time contract but less than two-thirds contract, not to exceed 75% of the maximum board contribution.
- iii. 100% of the premium allotment for a teacher teaching a two-thirds contract or more, not to exceed 100% of the maximum board contribution.”

Per the agreement with Anthem, our Insurance company, we are to follow the following:

“Every Subscriber within any of the classifications set forth below shall be eligible for coverage. Family members of Subscribers shall be eligible for coverage if they meet the definition of “Dependent” contained in Certificate applicable to the Subscriber under whom the family member claims coverage.

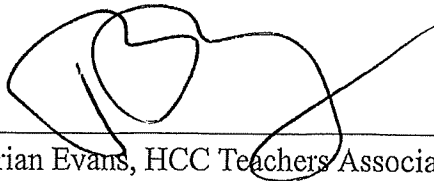
Subject to the terms of this Eligibility Page, ...”

Below is the Eligibility information:

Salaried, Active Instructors under the Master Teacher contract and Administrators working at least 26 hours a week, and Part-time Hourly support staff who work at least 30 hours per week.

Which means, the Article IV - Insurance Section A - b is NOT allowed per our insurance consortium.

We are writing this memorandum of understanding to remove Article IV - Insurance Section A-b from the Master Teacher Contract because it does NOT follow our agreement with Anthem Insurance.



\_\_\_\_\_  
Brian Evans, HCC Teachers Association President

9-20-23

\_\_\_\_\_  
Date



\_\_\_\_\_  
Floyd McWhirt, Director of HCC

9/20/23

\_\_\_\_\_  
Date

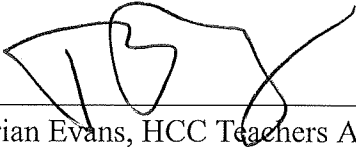
# MEMORANDUM OF UNDERSTANDING

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## 2023-24 Master Teacher Contract Changes

In Article V Retirement Section C, Section D, and Section E, it is represented that we offer a 401(a) and 403(b). At this time, Heartland Career Center does NOT have a 401(a) available. The two agreed upon investors only offer a 403(b).

We are writing this memorandum of understanding to remove Article IV - Insurance Section C through D's mention of a 401(a) from the Master Teacher Contract.



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Brian Evans, HCC Teachers Association President

9-20-23

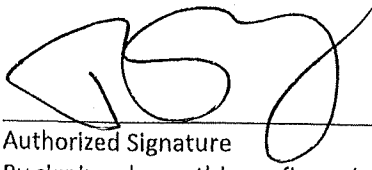
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Floyd McWhirt, Director of HCC

9/20/23

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Date



Authorized Signature

9-20-23  
Date *BE*

By signing above, this confirms the information provided is an accurate representative of eligibility guidelines in place as of the date noted.

**North Central Indiana School Insurance Trust  
Heartland Career Center  
2023**

**SECTION I – ELIGIBILITY**

Every Subscriber within any of the classifications set forth below shall be eligible for coverage. Family members of Subscribers shall be eligible for coverage if they meet the definition of “Dependent” contained in the Certificate applicable to the Subscriber under whom the family member claims coverage.

Subject to the terms of this Eligibility Page, the Group will determine eligibility.

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|--|--|
| Salaried<br>Master Teacher Contract Contracted<br>Active Instructors<br>Administrators<br>Part-time<br>Hourly<br>Support staff | Working at least 26 hours a week,<br>Part-time, hourly, staff working at least 30 hours per week |
|--|--|

Coverage for eligible new Employees shall be effective on the first billing date after the date of hire as long as the application form is received within 31 days of the effective date of the coverage.

New hires that become eligible for coverage on the first day of the month following the hire date (i.e. date of hire January 1<sup>st</sup>, eligible for coverage February 1<sup>st</sup>).

Certified Staff: If annual contractual obligation is satisfied, Employee shall have coverage until applicable, annual benefit period expires. If Employee terms prior to satisfying annual contractual obligation, coverage will terminate on the last day of the month in which termination occurs.

Coverage for all others will be terminated the last day of the month following the last day worked.

**Leave of Absence**

Employees on an approved Leave of Absence are eligible to remain on the plan for a period of time not to exceed 2 years. This is inclusive of FMLA and all applicable sick days. Coverage should be terminated effective the end of the month following the last day they are considered an "active employee". Should the employer deem the employee no longer an "active" employee prior to the 24 month limit, coverage will terminate the end of the month following the employment termination date.

COBRA coverage may be available once the approved LOA has ended or if the employee is termed from “active” employment prior to exhausting the 24 month LOA limit.

Employees returning from a leave of absence or lay off are treated the same as a new hire.

**Job Class Change**

An employee who has a change in job class and is subject to a change in employer contribution will have a Special Enrollment Opportunity. This includes an employee currently on the plan and wishing to add their spouse and/or children as a result of the job change. The Special Enrollment Opportunity will be the same period as a new hire-30 days from the event.