

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**STATE COLLEGE AREA SCHOOL DISTRICT**  
**AND**  
**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES**

This Memorandum of Understanding (MOU) is entered into between the State College Area School District ("District") and the American Federation of State, County and Municipal Employees ("AFSCME") referred to collectively as "the Parties".

WHEREAS, the District and AFSCME are parties to a Collective Bargaining Agreement (July 1, 2022 – June 30, 2027) defining the terms and conditions of employment; and

WHEREAS, the IRS has increased the minimum deductible for Qualified High Deductible Health Plans; and

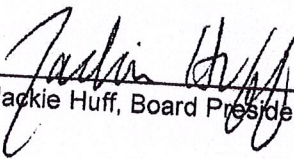
WHEREAS, the District and AFSCME wish to retain Health Savings Account eligibility for the Qualified High Deductible Health Plan and adjust the District's contributions to employees' Health Savings Accounts.

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

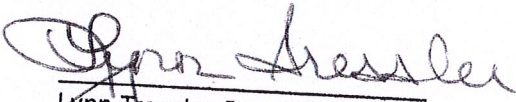
1. The parties agree to increase the deductible(s) for the Qualified High Deductible Health Plan in accordance with the IRS standards effective January 1, 2024 (\$1600/\$3200).
2. The District agrees to increase contributions to employee Health Savings Accounts to \$800 for individual and \$1,600 for all other plans effective January 1, 2024 consistent with guidelines in the collective bargaining agreement.
3. This MOU shall not alter any other of the terms of the current Collective Bargaining Agreement, set a precedent for future practice, or conflict with any current or future state/federal mandates/orders/laws.
4. This MOU will be in effect for the duration of the current contract.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, have executed this Memorandum on the 20<sup>th</sup> day of Nov, 2023.

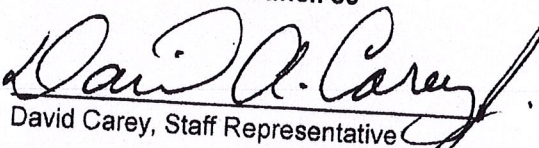
**State College Area School District**

  
Jackie Huff, Board President

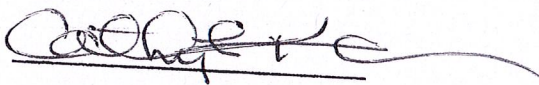
**Attest:**

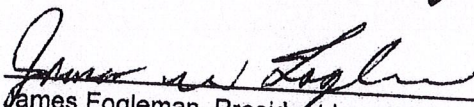
  
Lynn Tressler, Board Secretary

**AFSCME District Council 83**

  
David Carey, Staff Representative

**Attest:**



  
James Fogleman, President Local 259