

**MEMORANDUM OF UNDERSTANDING
BETWEEN
STATE COLLEGE AREA SCHOOL DISTRICT
AND
STATE COLLEGE AREA EDUCATION ASSOCIATION**

This Memorandum of Understanding (MOU) is entered into between the State College Area School District ("District") and the State College Area Education Association ("Association") referred to collectively as "the Parties".

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement (July 1, 2023 – June 30, 2028) defining the terms and conditions of employment; and

WHEREAS, the IRS has increased the minimum deductible for Qualified High Deductible Health Plans effective January 1, 2025; and

WHEREAS, the District and the Association 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, 2025 and as appropriate each January 1st thereafter thru January 1, 2028.
2. The District agrees to increase employer contributions to employee Health Savings Accounts to an amount equal to 50% of the individual deductible for individual coverage and an amount equal to 50% of the deductible for all other plans effective January 1, 2025 and each January 1st thereafter thru January 1, 2028 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 21 day of Oct, 2024.

State College Area School District

Attest:




Amy Bader, Board President



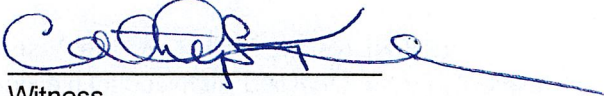
Lynn Tressler, Board Secretary

State College Area Education Association

Attest:



Shai L. McGowan, President



Witness