

**Bargaining Agreement in Principal Between  
The Kent City Board of Education and the Kent City Education Association**

**5/19/2010**

**Insurance Costs:** The Kent City Education Association agrees to make all necessary adjustments; including the aspects of the County Wide Settlement Agreement (\$100/\$200 Deductible, \$10 Office Visit, change from 10/10 to 10/20 RX, and elimination of product choice); either by selecting a monthly premium co-pay equivalent to the rate increase, changes to the Choices II plan, or a combination of both, that will negate the rate increase for the 2010-11 school year allowing the district to pay an insurance premium for each staff member that they paid the year prior. Health care costs for staff will remain at the following levels for 2010-11 as a result of employee premium co-pays, plan riders, or a combination of both:

- MESSA Choices II Full Family \$16,243
- MESSA Choices II Employee and Spouse \$14,620
- MESSA Choices II Single Subscriber \$6,508

**Salary Concession:** The Kent City Board of Education will grant 0% salary raise but, all steps earned for the 2010-11 school year shall be paid.

In addition, the Kent City Education Association will provide a 3.5% give back by each individual staff member as calculated after steps have been awarded for the 2010-11 school year; 2% of that give back will be returned to the employee upon separation from the district and 1.5% will be returned to the district as a concession.

**Contract Language:** It is understood by both parties that contract language must be modified in order to maintain compliance with the RTTT legislation that was recently passed. Both parties agree to work collaboratively to develop and implement these required changes.

**Duration:** The duration of the financial components of this agreement in principal will be for the 2010-11 school year.