

ADDENDUM
Between
BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT
And The
BAINBRIDGE-GUILFORD TEACHERS ASSOCIATION

This Addendum (“Addendum”) to the 2021-2024 Collective Bargaining Agreement (“CBA”) by and between the Bainbridge-Guilford Central School District (“District”) and the Bainbridge-Guilford Teachers Association (“Association”) sets forth the following:

RECITALS:

1. The Bainbridge-Guilford Central School District provides eligible employees a High Deductible Health Plan (“HDHP”) with an HSA/HRA stack option
2. In accordance with the HDHP and pursuant to **Article VII, of the 2021 – 2024 Collective Bargaining Agreement (“CBA”), MEDICAL, DENTAL, AND LIFE INSURANCE PLANS, Section B, Clause 3, paragraph 1** the District contributes to eligible employees HSA accounts \$1,400 annually (single coverage) or \$2,800 annually (two-person/family).
3. Specifically, **Article VII, of the CBA**, in relevant portion, the following:

“3. HDHP – Health Savings Account (HSA)/HRA Stack OPTION:
Excellus BluePPO Signature Deduct 3 – Appendix J

1. For employees and retirees electing to participate in the Excellus BluePPO Signature Deduct 3 plan with HSA/HRA stack option, the District shall contribute the following amounts to an employee-owned Health Savings Account (HSA) administered by a TPA for the purpose of being used toward the plan deductible:

a. Single Coverage - \$1,400 Employee/Spouse, Employee/Child(ren) or Family Coverage - \$2,800

4. The IRS increased the minimum annual deductible for 2023 to \$1,500 annually (single coverage) and \$3,000 annually (two-person/family).
5. The parties desire to make the appropriate modifications consistent with the IRS minimum annual deductible amount for all current employee and/or unit contracts.

AGREEMENTS

1. Effective July 1, 2023, **Article VII, of the 2021 – 2023 Collective Bargaining Agreement (“CBA”), MEDICAL, DENTAL, AND LIFE INSURANCE PLANS, Section B, Clause 3** will be amended, in relevant portion, to provide the following:

“3. HDHP – Health Savings Account (HSA)/HRA Stack OPTION:
Excellus BluePPO Signature Deduct 3 – Appendix J

1. For employees and retirees electing to participate in the Excellus BluePPO Signature Deduct 3 plan with HSA/HRA stack option, the District shall contribute the following amounts to an employee-owned Health Savings Account (HSA) administered by a TPA for the purpose of being used toward the plan deductible:

*a. Single Coverage - **\$1500 or the IRS minimum whichever is greater** Employee/Spouse, Employee/Child(ren) or Family Coverage **\$3,000 or the IRS minimum, whichever is greater.***

*2. Once qualified in-network expenses reach the **minimum** deductible amount for an Emp/Child(ren), Emp/Spouse or Family policy, a district-funded HRA will be used to cover 100% of the remaining OOP maximum of \$6,000 for an Individual policy or \$12,000 for an Emp/Child(ren), Emp/Spouse or Family policy. OOP expenses includes medical and prescription expenses for qualified in-network expenses which includes deductibles, co-insurance, and pharmacy copays.*

7. The District shall contribute to participating employee and retiree HSA’s as follows:

*A. For participating retirees, the HSA shall be funded 100% annually **the first business day of***

B. For participating employees:

*1. The HSA shall be funded 50% on **the first business day of July** ~~July 1~~ and the remaining 50% on **the first business day of September** ~~September 1~~ annually.*

2. If any provision of this Addendum, or any application of this Addendum shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications not explicitly in contradiction to law shall continue in full force and effect.

3. Each provision of this Addendum shall be effective upon July 1, 2023 and considered part of the CBA and any successor CBA. The terms and conditions of this Agreement are enforceable through **Article XX GRIEVANCE PROCEDURES** of the CBA.

SIGNATURES:

For the District

Date

For the Association

Date