

Memorandum of Understanding
between
The Board of Education of Baltimore County (Board)
and the
Council 67/Local 434 of the American Federation of State, County, and Municipal Employees
AFL-CIO (AFSCME),
Baltimore County Public Schools Organization of Professional Employees (OPE),
Council of Administrative and Supervisory Employees (CASE),
Educational Support Professionals of Baltimore County (ESPBC), and
Teachers Association of Baltimore County (TABCO)

Whereas the current Agreements between the Board and each of the Baltimore County Public Schools' collective bargaining units indicate that the various health care options, i.e. CIGNA Open Access Plus (OAP), CIGNA Open Access Plus In Network and Kaiser Permanente, offered to employees continue through December 31, 2021, and

Whereas the Baltimore County Government has informed the Board that it exercised its contractual option to extend health care plans for an additional year, thereby extending the end date for the CIGNA Open Access Plus (OAP), CIGNA Open Access Plus In Network and Kaiser Permanente, will continue through December 31, 2022, and

Whereas, the Baltimore County Government's Health Care Review Committee has recommended the following plan enhancements and changes for 2021:

- a. Plan Enhancements (if increases in ER Co-pays and OAPIN specialist co-pay is accepted)
 1. CareFirst Traditional and PPO Dental Plans – add coverage up to 50% of cost of tooth implant. This was not previously covered under the CareFirst dental plans.
 2. Increase of \$500 to the maximum benefit per calendar year for CareFirst Traditional and PPO plans.
 - i. CareFirst Traditional plan's annual maximum benefit per calendar year will go from \$750 to \$1,250.
 - ii. CareFirst PPO plan's annual maximum benefit per calendar year will go from \$1,000 to \$1,500.
- b. Plan Design Changes
 1. CIGNA In-Network Plan (OAPIN) & CIGNA In/Out of Network Plan (OAP) Only
 - i. Emergency Room Co-Pay increase from \$50 to \$100 per visit (waived if admitted) for OAPIN and from \$70 to \$100 per visit (waived if admitted) for OAP.
 - ii. Specialist Co-Pay increase from \$20 to \$25 per visit for OAPIN plan only.
- c. Premium Increases – there will be no plan changes in Kaiser Permanente coverage for 2021. The 2020-2021 rate schedule increases are for CIGNA OAP and OAPIN plans.

Therefore, it is agreed that:

- a. the current Agreements between the Board and each Baltimore County Public Schools' collective bargaining units as they relate to the various health care options, i.e. CIGNA Open Access Plus (OAP), CIGNA Open Access Plus In Network and Kaiser Permanente, will continue through December 31, 2022, and
- b. the recommended plan changes and enhancements be adopted and implemented effective January 1, 2021.

AFSCME:

<u>Bryan Epps</u>	_____	_____
Printed Name	Signature	Date

BCPSOPE:

<u>Nicholas Argyros</u>	_____	_____
Printed Name	Signature	Date

CASE:

<u>Tom DeHart</u>	_____	_____
Printed Name	Signature	Date

ESPBC:

<u>Jeannette Young</u>	_____	_____
Printed Name	Signature	Date

TABCO:

<u>Cindy Sexton</u>	_____	_____
Printed Name	Signature	Date

BOARD:

<u>George M. Duque</u>	_____	_____
Printed Name	Signature	Date