

**MEMORANDUM OF AGREEMENT**  
**Between The**  
**WEBSTER TEACHERS ASSOCIATION**  
**And The**  
**WEBSTER CENTRAL SCHOOL DISTRICT**

---

This Memorandum of Agreement is made by and between Carmen Gumina, Superintendent on behalf of the Webster Central School District ("District") and Steven Turiano, President on behalf of the Webster Teachers Association ("Association"), and shall become effective upon signing by the Parties and approval by the Board of Education.

**WHEREAS**, the District and the Association have discussed the matter together and mutually desire to enter into this Agreement regarding the creation of Health Savings Accounts (HSA) for all unit members who elect to enroll in the RASHP II Signature HDHP healthcare plan that is offered by the district, and furthermore

**WHEREAS**, the District and the Association wish to afford all unit members who elect to enroll in the Signature HDP plan the ability to maximize all available resources allowed by IRS regulations,

**IT IS AGREED** as follows:

That those members enrolled in the Signature HDHP may elect to contribute a portion of their salary to the HSA to the extent allowed by law under IRS guidelines, and


That those members may not enroll in a Flexible Spending Account (FSA) for general medical expenditures as outlined under Article 8010, Section III, Part A as it is not in compliance with IRS regulations to hold both accounts, but Flexible Spending Accounts for dependent care are allowable and may therefore be established for that purpose, and

That those members shall have their allocation under Article 8010, Section IV, Part B diverted into the HSA account rather than a section 105 account on a calendar year basis, and

**NOT WITHSTANDING THE AFORESAID THE PARTIES AGREE;**

All other terms and conditions of employment in effect in the Collective Bargaining agreement dated July 1, 2015 through June 30, 2019, will remain in full force and effect until the successful completion of bargaining for a successor Agreement in accordance with the New York State Labor Relations Act (Taylor Law).

**FOR THE DISTRICT**

  
\_\_\_\_\_  
Carmen Gumina  
Superintendent

6-20-17  
\_\_\_\_\_  
Date

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Steven Turiano  
President, WTA

6-20-17  
\_\_\_\_\_  
Date

\*\*\*Approved by the WTA Executive Board and Representative council on 6-19-17