

REC'D JUN 21 2022

SIDEBAR AGREEMENT
BETWEEN
THE WARREN HILLS REGIONAL BOARD OF EDUCATION
AND
THE WARREN HILLS REGIONAL EDUCATION ASSOCIATION

WHEREAS, the Warren Hills Board of Education ("Board") and the Warren Hills Regional Education Association ("the Association") are currently parties to a collective negotiations agreement ("Agreement") in effect for the period July 1, 2021 through June 30, 2024; and

WHEREAS, a dispute has arisen regarding the calculation of employee benefit contributions for dental benefit costs; and

WHEREAS, the Board and the Association have discussed the issue of such contributions, as directed by an arbitrator, and now wish to memorialize the procedure by which Association members will contribute towards dental benefits during the life of the Agreement; and

WHEREAS, in light of said discussion and arbitrator's directive, the Board and Association have deemed the following to be in the best interests of both parties.

NOW, THEREFORE, the Board and the Association agree as follows:

1. Due to the recent settlement of the parties' negotiated Agreement, the Board will be providing retroactive salary payments to all bargaining unit members in accordance with the terms of the parties' Memorandum of Agreement. When making such retroactive salary payments, the board agrees that there will be no additional premium deductions based up on the retroactive payments. All premium charges shall be based upon the salaries members actually received during the 2021- 2022 school year, subject to refunds that members shall receive under paragraph 2 of this agreement.
2. For the five (5) pay periods from April 30, 2022 through June 30, 2022, the Board will refund any dental contributions deducted during that time from an eligible member's paycheck. This deduction will be reflected as a negative employee benefit contribution (EBC) on the employee's paystub. The employee will be responsible for any associated withholdings or tax implications due to the refunded amount(s).
3. For the remainder of the Agreement during the 2022-2023 and 2023-2024 school years, employees who are enrolled in the District's dental insurance plan shall contribute a percentage of their dental insurance premiums in accordance with the attached chart (Appendix A).
4. This agreement applies to dental contributions and related deductions only. All other terms and conditions of the Agreement shall remain unchanged.
5. This Sidebar shall remain in full force and effect throughout the life of the existing Agreement, at which time the modifications set forth herein shall be subject to

negotiations between the parties in the normal course of negotiating a successor Agreement, provided that the terms of this sidebar shall remain in full force and effect until such time as modified through negotiations. This agreement is without prejudice to either party's right to negotiate an adjustment retroactive to when the new contract becomes effective, in order to recoup agreed-upon increases or deductions to dental premium charges in any successor agreement.

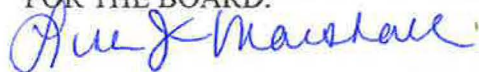
6. This Sidebar, consisting of four (4) total pages, is subject to the approval of the Board prior to becoming effective. By signing below, each party represents that it is authorized to enter into this Sidebar Agreement on behalf of their respective entity.

FOR THE ASSOCIATION:




DATED: 6/16/22

FOR THE BOARD:



DATED: 6/22/2022


6/22/22

APPENDIX A
DENTAL CONTRIBUTION CHART
(as percentage of premium)

Single	
Salary	Percentage of Dental Premium
Less than \$20,000	2.25%
\$20,000 - \$24,999.99	2.75%
\$25,000 - \$29,999.99	3.75%
\$30,000 - \$34,999.99	5.00%
\$35,000 - \$39,999.99	5.50%
\$40,000 - \$44,999.99	6.00%
\$45,000 - \$49,999.99	7.00%
\$50,000 - \$54,999.99	10.00%
\$55,000 - \$59,999.99	11.50%
\$60,000 - \$64,999.99	13.50%
\$65,000 - \$69,999.99	14.50%
\$70,000 - \$74,999.99	16.00%
\$75,000 - \$79,999.99	16.50%
\$80,000 - \$94,999.99	17.00%
\$95,000 and over	17.50%

Two Members (Parent/Child or Two Adults)	
Salary	Percentage of Dental Premium
Less than \$25,000	1.75%
\$25,000 - \$29,999.99	2.25%
\$30,000 - \$34,999.99	3.00%
\$35,000 - \$39,999.99	3.50%
\$40,000 - \$44,999.99	4.00%
\$45,000 - \$49,999.99	5.00%
\$50,000 - \$54,999.99	7.50%
\$55,000 - \$59,999.99	8.50%
\$60,000 - \$64,999.99	10.50%
\$65,000 - \$69,999.99	11.50%
\$70,000 - \$74,999.99	13.00%
\$75,000 - \$79,999.99	13.50%
\$80,000 - \$84,999.99	14.00%
\$85,000 - \$99,999.99	15.00%
\$100,000 and over	17.50%

<u>Family</u>	
Salary	Percentage of Dental Premium
Less than \$25,000	1.50%
\$25,000 - \$29,999.99	2.00%
\$30,000 - \$34,999.99	2.50%
\$35,000 - \$39,999.99	3.00%
\$40,000 - \$44,999.99	3.50%
\$45,000 - \$49,999.99	4.50%
\$50,000 - \$54,999.99	6.00%
\$55,000 - \$59,999.99	7.00%
\$60,000 - \$64,999.99	8.50%
\$65,000 - \$69,999.99	9.50%
\$70,000 - \$74,999.99	11.00%
\$75,000 - \$79,999.99	11.50%
\$80,000 - \$84,999.99	12.00%
\$85,000 - \$89,999.99	13.00%
\$90,000 - \$94,999.99	14.00%
\$95,000 - \$99,999.99	14.50%
\$100,000 - \$109,999.99	16.00%
\$110,000 and over	17.50%