MEMORANDUM OF AGREEMENT
BETWEEN
THE DOVER-SHERBORN REGIONAL SCHOOL COMMITTEE
AND
DOVER SHERBORN
EDUCATION ASSOCIATION,
ADMINISTRATIVE ASSISTANTS ASSOCIATION,
EDUCATION SUPPORT PROFESSIONAL ASSOCIATION,
CUSTODIAL ASSOCIATION,
FOOD SERVICE ASSOCIATION

WHEREAS, the Dover-Sherborn Regional School Committee (the "Committee") currently provides health insurance benefits to eligible subscribers of the District through participation in the West Suburban Health Group (WSHG); and

WHEREAS, the Committee and the Dover Sherborn Education Association, Administrative Assistants Association, Education Support Professional Association, Custodial Association and Food Service Association (the "Associations") agreed to terms effective July 1, 2018 that allowed the District to remain a member of the WSHG; and

WHEREAS, there are currently no changes to the WSHG benefit offerings;

NOW THEREFORE, the Committee and the Associations agree as follows:

1. Term

This Agreement shall be for a three-year period commencing July 1, 2024 and ending June 30, 2027. Should the WSHG cease to be a viable entity during the term of the Agreement then the Committee may terminate the Agreement upon no fewer than ninety (90) days' notice to the Associations.

2. Plans

The District will continue to offer whatever Benchmark and High Deductible Plans that are offered by the WSHG. Should the WSHG implement any change of benefits or plans the parties understand that such changes will be implemented. The District will give the Associations reasonable notice and an opportunity to discuss such decisions by the WSHG.

3. High Deductible Plans

The District will continue to offer the following for High Deductible plan employee enrollees.

For any eligible employee who enrolls in a WSHG High Deductible plan the District will make a deductible contribution of $1,000 (for individual plan subscribers) and $2,000 (for family plan subscribers) into a Health Savings Account (HSA) for each of the three years of this agreement that High Deductible plans are offered by the District through the WSHG. (Any obligation of the District to make an HSA contribution will "sunset" on June 30, 2027 and the District has no further obligation to make any HSA contributions after June 30, 2027 unless the parties agree to a continuance of the contribution).

The deductible contribution will be paid in three equal payments beginning the second payroll of September. The second payment will be made three months after the first payment and the third payment will be made three months after the second payment.

4. Opt-out Provision

The District will offer an opt-out payment for subscribers who are enrolled in a District offered health benefit plan for a minimum of two years prior to an employee seeking opt-out payment.

The opt-out payment will be $2,000 for an employee opting out of an individual plan and $4,000 for an employee opting out of a family plan. The opt-out provision will be in effect for three years beginning July 1, 2024 and will "sunset" on June 30, 2027 unless an agreement is reached between the parties to extend the opt-out. (See Attachment A for further details on the opt-out payment.)

DOVER-SHERBORN REGIONAL
SCHOOL COMMITTEE

5-8-24
Chair Date

DOVER-SHERBORN REGIONAL
SCHOOL ASSOCIATIONS

5/15/2024
Education Association Date

Elizabeth J Bisiatti 5/21/2024
Administrative Assistant Association Date

5/15/24
Education Support Professional Association Date

5/8/24
Custodial Association Date

5/15/24
Food Service Association Date

1. Employees who have been enrolled in a District offered health insurance plan for at least two consecutive years, and who remain eligible (during the entire time they seek an opt-out payment) and who opt-out of the District plan (so that the employee is no longer receiving health insurance from the District for the relevant benefit year) shall receive per fiscal year:

- $2,000 (if the employee was enrolled in an individual plan) or
- $4,000 (if the employee was enrolled in a family plan).

The opt-out provision shall be for a three-year period commencing July 1, 2024 and concluding June 30, 2027 and shall "sunset" on that date unless extended by mutual agreement of the parties. Employees presently receiving an opt-out payment will continue to do so as long as they remain eligible and meet the criteria outlined in this MOA.

2. Employees who opt-out for a full year will receive the opt-out payment in the first June pay period. (For example, if an employee opts-out of a family plan effective July 1, 2024, the employee will receive the $4,000 payment in June of 2025).

3. Employees who are enrolled in a District plan as of July 1st, but otherwise meet the eligibility criteria in (1) above, and who then enroll in a spouse's plan during the benefit year shall be entitled to a pro-rata share of the opt-out payment amount.

4. Employees who are properly enrolled in the opt-out provision and retire or resign their employment with the District prior to receipt of the opt-out payment will be entitled to a pro-rata share of the opt-out payment amount.

5. In no event will an employee be eligible to receive an opt-out payment if the employee is enrolled in a Town of Dover, Town of Sherborn or Dover-Sherborn Regional School District offered plan as either a subscriber or dependent.