

**Memorandum of Agreement  
Between The Board of Education of Mahomet-Seymour Community Schools  
And  
The Mahomet-Seymour Education Association, MSEA**

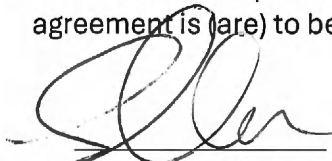
**High-Deductible Health Plan with Health Savings Account**

The Board of Education and the Association are presently parties to a 2022-2026 collective bargaining agreement and hereby agree upon the following provisions as they specifically pertain to a new high-deductible health plan with health savings account option:

1. The parties, via the District's Joint Health Insurance Committee, have agreed that one group health insurance plan option to be offered to bargaining unit members will be a high-deductible health plan with a health savings account. This new plan option will be offered to bargaining unit members, starting January 1, 2026.
2. For any bargaining unit member enrolled in the high-deductible health plan with a health savings account, the Board of Education will contribute \$250 per fiscal quarter (i.e., up to \$1,000 per calendar year) to the member's health savings account. If a bargaining unit member subsequently enrolls in a different group health insurance plan option or separates (voluntarily or involuntarily) from employment with the District, this quarterly contribution will immediately end; meaning, such member may not receive \$1,000 during the calendar year.
3. This non-elective, employer contribution will be made pursuant to and in accordance with all applicable IRS (including, but not limited to, Section 125), TRS, and/or IMRF rules and regulations. Bargaining unit members will not have the right to receive cash or other taxable benefits in lieu of such non-elective, employer contribution.

This Memorandum of Agreement will take effect on September 16, 2025 and continue until either the high-deductible health plan with health savings account option is no longer offered by the Board of Education or its terms are included in a subsequent collective bargaining agreement between the parties, whichever occurs first.

No other provision(s) or aspect(s) of the parties' 2022-2026 collective bargaining agreement is (are) to be considered altered or modified by this Memorandum of Agreement.

  
\_\_\_\_\_  
Association

9-10-25  
Date

  
\_\_\_\_\_  
Board of Education

9/15/25  
Date