SAU 41
HOLLISBROOKLINE

School Administrative Unit #41
Hollis, Brookline & Hollis Brookline Cooperative School Districts
603 324 5999
4 Lund Lane, Hollis, NH 03049

MEMORANDUM OF UNDERSTANDING
Re: Health Insurance Plan Option

This Memorandum of Understanding ("MOU") is entered into by and between the Hollis Brookline Cooperative School District and the Hollis Education Support Staff Association.

Agreement:

- Effective July 1, 2026, bargaining unit members may elect to enroll in an alternative health insurance plan offered by the District, ABSOS25/50/3KED, in addition to the current plan. This plan option is being added to help offset premium increases and shall remain available in future plan years, subject to carrier availability.
- The alternative plan is being made available to provide employees an opportunity to offset increased premium costs for the current plan year.
- Enrollment in the alternative plan shall be voluntary and subject to the standard open enrollment timelines and procedures established by the District and the insurance carrier.
- Employer contributions toward health insurance premiums shall be applied in accordance with Article 15.2 of the Collective Bargaining Agreement unless otherwise mutually agreed in writing.
- All other provisions of the Collective Bargaining Agreement shall remain in full force and effect.
- Employees who enroll in the Single level of the ABSOS25/50/3KED shall be eligible for a district funded off-set of up to $1,000 toward eligible deductible only expenses for the applicable plan year. Proof of expenses shall be provided to Human Resources no later than June 30, 2027 and will be paid in accordance with the accounts payable processing calendar.

The undersigned parties agree to the above:

Union Representative — Date 2/20/26

District Representative — Date 4/8/26