Memorandum of Agreement
Between
The Dudley-Charlton Regional School District
And
The Dudley-Charlton Paraprofessionals Association

This Memorandum of Agreement (MOA) is entered into by and between the Dudley-Charlton Regional School District (the "District") and the Dudley-Charlton Paraprofessionals Association (the "Association") for the purpose of memorializing the parties' agreement regarding health insurance premium cost-sharing, plan design changes, and cost-of-living adjustments (COLAs) for Fiscal Years 2026 through 2028.

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1. Cost-of-Living Adjustment (COLA)

The parties agree to the following annual COLA increases to base salaries:

- **FY2026:** 3.0%
- **FY2027:** 3.5%
- **FY2028:** 4.0%

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2. EPO Cost Sharing

The premium contribution percentages for the District's EPO health insurance plans shall be as follows:

- **FY2026:** Employer 70% / Employee 30%
- **FY2027:** Employer 70% / Employee 30%
- **FY2028:** Employer 75% / Employee 25%

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3. Plan Design – Deductible Change

Effective July 1, 2025, and continuing through FY2028, the deductible for all health insurance plans shall increase to:

- **Individual Deductible:** $300
- **Family Deductible:** $600

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4. PPO Plan Cost Sharing and Phase-Out

The PPO plan premium contributions and discontinuation shall follow this schedule:

- **FY2026:** Employer 70% / Employee 30%
- **FY2027:** Employer 60% / Employee 40%
- **FY2028:** The PPO plan will be **phased out and no longer offered** as of June 30, 2027.

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5. Monthly Premium Holiday

The District agrees to provide a one-month premium holiday in each of the following fiscal years, applied to active employees:

- **FY2026:** Cost shared at 75% District / 25% Employee
- **FY2027:** Cost shared at 75% District / 25% Employee

Executed this 17 **day of** April**, 2025.**

For the Dudley-Charlton Regional School District:

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Superintendent of Schools

For the Dudley-Charlton Paraprofessionals Association:

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DCPA Representative

Christine Favore