

**Memorandum of Agreement
Between the Randolph Board of Education
and the Randolph Education Association**

The following modifications to the current collective negotiations agreement (2017-2021) are subject to ratification by a majority of the membership of the Randolph Board of Education ("Board") and the Randolph Education Association ("Association"):

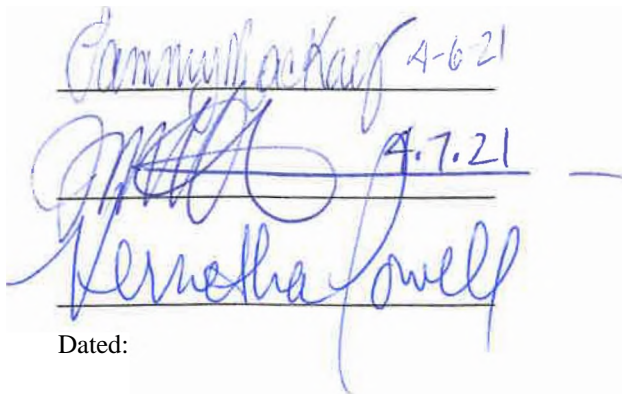
1. The parties agree that the term of the collective negotiations agreement is from July 1, 2021 to June 30, 2022. At the expiration of the one-year term, all Association member shall not advance on the respective salary guides until a successor agreement is negotiated and ratified.
2. The parties agree to include the following language in Article XXVII, Section A (Insurance Protection): *"All out-of-network claims will be paid at one-hundred and eighty percent (180%) Centers of Medicare & Medicaid Services ("CMS"). Additionally, the parties agree that effective July 1, 2021, the Board will no longer provide a HIPAA-compliant reimbursement fund, which shall be fully-funded by the Board and operated by the Medical Cost Advocate ("MCA")."*

The parties agree to revise Section D, Paragraph 1 to include the following: *"Employees enrolled in a Ch. 44 plan shall contribute to his/her health benefits in accordance with the rates set forth in Ch. 44."*

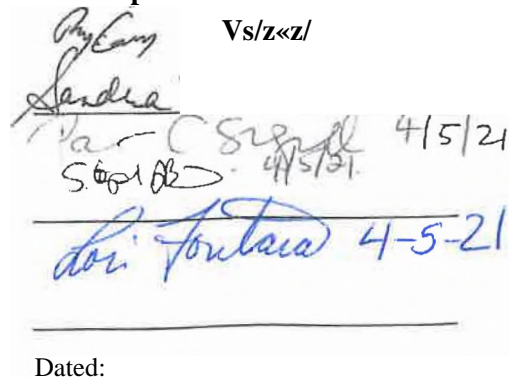
The parties further agree that permanent implementation of the foregoing fully satisfies the financial impact associated with the implementation of the Ch. 44 plans and the related employee contributions for the Ch. 44 plans.

3. The parties agree to extend the three sidebar agreements related to the secretarial lunch, payment of stipends during the COVID-19 pandemic and the athletic trainer until June 30, 2022. (Attached hereto).
4. The parties agree to a 3.25% increase (inclusive of increment) for the 2021-2022 school year for salary guides only. All other hourly rates and/or stipends shall remain at the rates set forth in the 2017-2021 collective negotiations agreement.
5. All other terms not contained in this Memorandum of Agreement shall be deemed withdrawn by both parties.

Randolph Board of Education

 4-6-21
4.7.21
Dated:

Randolph Education Association

 Vs/z/z/
4/5/21
4-5-21
Dated: