

**MEMORANDUM OF UNDERSTANDING**  
**Between The**  
**NORTON BOARD OF EDUCATION**  
**And The**  
**NORTON CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding (hereinafter "the Memorandum") is made and entered into by and between the Norton Board of Education ("District") and the Norton Classroom Teachers Association (hereinafter "the Association").

WHEREAS, the Board and the Association are parties to a Negotiated Agreement having a term of July 1, 2019 through June 30, 2021; and,

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Any bargaining unit member currently covered under the District's group health insurance plan, or a newly hired bargaining unit member eligible for the District's group health insurance plan, may elect not to be covered by the group insurance plan.

The employee must declare in writing to the Treasurer that he/she is

- (a) covered under another insurance plan
- and
- (b) elects not to be covered by the District's group health plan

The Board shall pay \$1,000 an employee who opts out of the District's group health plan by September 1st for that school year or the member may receive a prorated payout as follows:

| <b><u>OPT OUT BY:</u></b> | <b><u>AMOUNT:</u></b> |
|---------------------------|-----------------------|
| September 1 <sup>st</sup> | \$1,000               |
| October 1 <sup>st</sup>   | \$900                 |
| November 1 <sup>st</sup>  | \$800                 |
| December 1 <sup>st</sup>  | \$700                 |
| January 1 <sup>st</sup>   | \$600                 |
| February 1 <sup>st</sup>  | \$500                 |
| March 1 <sup>st</sup>     | \$400                 |
| April 1 <sup>st</sup>     | \$300                 |
| May 1 <sup>st</sup>       | \$200                 |

This Memorandum of Understanding is hereby entered into this 27th day of October 2020, by and between the following:

**NORTON BOARD OF EDUCATION**

**NORTON CLASSROOM TEACHERS  
ASSOCIATION**

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Association President

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Date