

DIXON PUBLIC SCHOOLS #170

"A Place to Grow"

www.dps170.org

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Dr. Melydi Huyett, Superintendent
Doug Stansford, Asst. Superintendent
Marc Campbell, Business Manager

Date: October 21, 2026
To: Board of Education Members
From: Dr. Melydi Huyett, Superintendent & Marc Campbell, Chief School Business Official
RE: FY 27 – High-Deductible Healthcare Plan with Health Savings Account Recommendation

The administration has negotiated a Memorandum of Understanding (MOU) with Dixon Educational Association (DEA) regarding the implementation of a High Deductible Healthcare Plan with a Health Savings Account (HDHP-HSA). The purpose of the MOU is to outline the implementation of the program for the November 2026 open enrollment period, detail the costs and employee contributions and the accommodating HSA payments.

The proposed MOU clarifies and documents the mutual understanding between the District and DEA regarding the implementation of these provisions. The agreement is intended to support efficient operations while ensuring compliance with applicable laws, regulations, collective bargaining agreements, and Board policies.

The Board of Education is authorized to enter into agreements necessary for the effective administration and operation of the District. Under Board Policy 2:20, Powers and Duties of the Board of Education, the Board is responsible for governing the District and exercising all powers necessary to fulfill its legal obligations and educational mission. Additionally, Board Policy 2:200, Types of Board Action, provides that the Board exercises its authority through official Board action, including the approval of contracts, agreements, and other commitments requiring Board authorization. Where applicable, Board Policy 5:200, Terms and Conditions of Employment and Dismissal, authorizes the Board to establish employment terms and conditions and approve agreements affecting employee compensation, benefits, working conditions, or operational procedures.

Recommendation:

Administration recommends that the Board of Education approve the Memorandum of Understanding between the District and DEA, as presented.

Dixon Public Schools, in cooperation with the community, will provide students with a comprehensive educational program that produces well-educated, self-sufficient, and involved citizens.

MEMORANDUM OF UNDERSTANDING
BETWEEN
Dixon Public Schools #170
AND THE
Dixon Education Association

The Board of Education of the Dixon School District (District or Board) and the Dixon Education Association (DEA) hereby enter into this Memorandum of Understanding ("MOU"),

ISSUE

The Parties have entered into a Collective Bargaining Agreement (CBA). This CBA provides:

13.9: Insurance Committee: The parties shall participate in an insurance committee with one board member, one administrator, and at least two DEA members and representatives from DESPA and non-certified employees; the number which shall be established by agreement of all groups. The committee will meet at least once every quarter with the purpose to: obtain and review documents necessary to monitor the health plan such as renewal rate projections; explore additional types of insurance coverage; and make recommendations to the Board regarding health insurance plans and coverage. It is expressly understood that members of the Dixon Education Support Personnel Association ("DESPA") and the Lee County Special Education Association ("LCSEA") may participate in the insurance committee meetings; provided, however, the terms of their participation shall not be subject to this Agreement.

At the April 16, 2025, regularly scheduled meeting of the Dixon Public Schools #170 Board of Education, the Board approved the recommended action of the Insurance Committee to implement a new High-Deductible Health Plan with Health Savings Account. Between that date and now the Parties have been in discussion relating to implementation and costs of the same. It is now the intention of the District and the Association to execute the Board action through offering of the HDHP-HSA plan as recognized by this MOU.

AGREEMENT

The Parties agree that the offering of the plan shall be consistent with the following:

- Employee Premiums for the HDHP will mirror the premium structure established in the CBA, with the lower premium amount applied to the contribution percentage.
- Individuals enrolled in the HDHP shall receive HSA contribution for the term of CBA. These contributions shall be the following:

Year #1 - Single: \$1,000 Family: \$2,000

Year #2 - Single: \$500 Family: \$1,000 (Note: HDHP does not allow for Employee +1)

- The caps would be established at the same rate as Tier III. See the table below.
- These contributions will be made in semi-annual installments on the first paycheck of

February and August of each year during the CBA. (Note: New employees electing this plan will receive the August payment in coordination with payrolls in September.)

- District will provide the HSA vendor that will be required for use.
- The District will provide a limited function FSA in coordination with the HSA.

2026-2027

HDHP-HSA

Single		16% of Cobra Rate/Premium Capped at \$165
Employee +1		16% of Cobra Rate/Premium Capped at \$350
Family		16% of Cobra Rate/Premium Capped at \$500

2027-2028

HDHP-HSA

Single		20% of Cobra Rate/Premium Capped at \$200
Employee +1		20% of Cobra Rate/Premium Capped at \$450
Family		20% of Cobra Rate/Premium Capped at \$600

The HDHP-HSA Plan is being added as another option for employees to access the plan that best fits their needs. The PPO Tier II or Tier III plans remain intact for association members, eligible for health plan benefits, to choose from at the time of open enrollment. This new plan will be added for open enrollment in November 2026 for implementation January 1, 2027.

Future Matters

It is agreed that the Agreement in this instance shall not constitute precedent or establish past practice for future matters related to insurance plans or implementing recommendations of the Insurance Committee.

Association Co-President,

DATE _____

Board President

DATE _____

Association Co-President

DATE _____

Board Secretary, Attest

DATE _____