

To: Board of Education

From: Dr. Melydi Huyett, Superintendent

Subject: Action Item – Approve the DESPA MOU for the Introduction of the High Deductible Health Plan Effective January 1, 2027 – October 21, 2026

PROPOSED MOTION BY THE BOARD OF EDUCATION

That the Board approves the DESPA MOU for the introduction of the High Deductible Health Plan effective January 1, 2027, as presented.

Moved by _____; Seconded by _____

YEA	NAY	YEA	NAY
_____ David Fritts	_____	_____ Kathleen Schaefer	_____
_____ Melissa Gates	_____	_____ Jon Wadsworth	_____
_____ Linda LeBlanc-Parks	_____	_____ Linda Wegner	_____
_____ Brandon Rogers	_____		

Background:

The administration has negotiated a Memorandum of Understanding (MOU) with Dixon Educational Support Personnel Association (DESPA) 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 DESPA 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

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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 DESPA, as presented.

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