

**WELLNESS PILOT PROGRAM  
MEMORANDUM OF UNDERSTANDING**

**Section 1. Pilot Program.** The Albany School District (“District”) desires to offer incentives to employees who voluntarily choose to participate in wellness programs (“Wellness Programs”) pursuant to a pilot program (the “Pilot Program”) that has been offered through the Resource Training & Solutions Wellness Alliance (“Wellness Alliance”). Participation in Wellness Programs by employees is completely voluntary.

**Section 2. Eligibility.** Eligibility for Wellness Programs and incentives under the Pilot Program is limited to employees who are enrolled in District-sponsored group health plans made available through Resource Training & Solutions. The Pilot Program shall terminate with respect to any class of employees that ceases to participate in group health plan coverage made available through Resource Training & Solutions.

**Section 3. Program and Incentives.** The wellness program and incentives made available through Resource Training & Solutions may vary in design, amount, and reimbursement criteria each year and will be approved by the exclusive representative and the District as documented in the *Wellness Program and Incentives Agreement*.

**Section 4. Confidential Information.** Individual information that employees provide on the health risk assessment or through biometric screening will not be shared with the District or the Wellness Alliance. The District will receive information on who participated in wellness programs along **with** the amount of incentives to which they are entitled.

**Section 5. Temporary Program; Sunset Provisions.** The Pilot Program will automatically terminate on December 31, 2017 unless renewed by the District.

**Section 6. Group Information.** The impact of the pilot program on insurance renewal rates will be shared with the AFT at the conclusion of the Pilot Program if such information is provided by Resource Training & Solutions or Blue Cross Blue Shield.

**Section 7. Entire Agreement.** This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.

**Section 8. No Precedent.** This agreement does not set any precedent for any future issue. It may be incorporated in a collective bargaining agreement but does not authorize opening a collective bargaining agreement for any issue not described herein.

District:

For the Exclusive Representative:

\_\_\_\_\_

\_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_