

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE ARLINGTON SCHOOL COMMITTEE  
AND THE  
ARLINGTON EDUCATION ASSOCIATION (UNIT A)**

**HEALTH INSURANCE PREMIUM DEDUCTIONS FOR EMPLOYEES WHO RECEIVE 21  
PAYCHECKS PER YEAR**

Whereas the School Committee and the Arlington Education Association, Unit A have agreed to change the way health insurance premiums are deducted for August and September premium payments for employees paid in 21 paychecks from September through June.

The practice has been for health insurance premiums to be “doubled up” in May and June to pay for August and September insurance. The parties have an interest in spreading out the payments throughout the year, in order that employees do not see a significant reduction in take home pay in May and June due to two months of health insurance premiums being deducted from the pay rather than the usual one month.

Therefore, the parties agree to modify the contract language at Article VI.B.6 as follows:

*Teachers may select to be paid either every other Friday, 26 payments per year, or on a 21 payment schedule during the school year. Teachers selecting the 21 payments shall have their ~~July and~~ August and September health insurance and annuity payments deducted from 20 of the 21 paychecks during the school year. This is designed to spread out the cost of the summer health insurance premiums throughout the school year, rather than doubling up premium payments in May and June. ~~from their last pay check in June.~~ Teachers must notify the Superintendent in writing by the close of school in June of the desired payment schedule for the following year. Such selection shall continue from year to year unless the teacher notifies the Superintendent of a desired change by the close of any school year.*

*The Association agrees to encourage employees who receive their pay in 26 payments to select the 21 payment schedule. Notwithstanding the provisions of this Section B.6, all employees who commence employment with the Arlington Public Schools on or after July 1, 2012 shall receive their pay in 21 equal payments.*

Agreed to on this \_\_\_ day of November, 2015 by:

The Arlington School Committee

The Arlington Education Association

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Arlington Public Schools  
School Committee Chair  
Paul Schlichtman

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Arlington Education Association  
President  
Linda Hanson