

**Secretaries and Assistants Association of Anne Arundel County  
and the  
Board of Education of Anne Arundel County**

**MEMORANDUM OF UNDERSTANDING  
Healthcare Premium Holiday**

The Board will set aside a fund in the amount of no more than \$7.5 million to provide employees with a *premium holiday*. In accordance with the premium holiday, the Board will pay the employee premium share for all eligible employees participating in the HMO or the Triple Option Plan beginning on the first salary distribution in January of 2018 until the fund is depleted.

Those eligible will include:

- Current employees who are enrolled in one of the three AACPS Healthcare Plans and are enrolled in either the HMO or the Triple Option Plan as of January 1, 2018.
- Current employees not yet enrolled in an AACPS Healthcare Plan, who enroll in the HMO or Triple Option plan as result of a qualifying lifestyle change by December 1, 2017.
- New employees who enroll prior to December 1, 2017.
- Employees on Family and Medical Leave (per FMLA), and workers' compensation who would be otherwise eligible.

Those ineligible include:

- Current employees not yet enrolled in an AACPS Healthcare Plan who enroll during the Open Enrollment period, except for those with a qualifying change of lifestyle.
- New hires enrolling after December 1, 2017
- Employees on a Leave of Absence.

The Board will provide SAAAAC with reports on the status of the fund for each pay period (or, in the alternative, provide status reports consistent with the scheduling of BOE meetings).

For the Board

For SAAAAC

\_\_\_\_\_  
Melisa D. Rawles, Esq.                      Date  
Director of Employee Relations

\_\_\_\_\_  
Bradley Darjean                              Date  
UniServ Director, SAAAAC

\_\_\_\_\_  
Angie Auth                                      Date  
Employee and Labor Relations Specialist

\_\_\_\_\_  
Helen Wilkerson                              Date  
President, SAAAAC