



Lake City Area Schools

Office of the Superintendent

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Kimberly A. Blaszak
Superintendent

TO: Lake City Support Staff Federation #4772, Irene Billett, President, Food Service
FROM: Kimberly Blaszak, Superintendent
DATE: July 1, 2016
RE: Memorandum of Understanding - Health Insurance

It is agreed that the following replaces Section 13(A) of Appendix B, Food Service, of the Lake City Support Staff Federation Master Agreement:

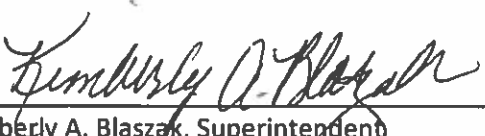
Section 13: Health Benefit:

A. The Board agrees to offer health insurance to food service. An employee may elect single, double or full family coverage. The Board shall pay no more than the amounts listed on the following schedule ("Board Maximum Costs").

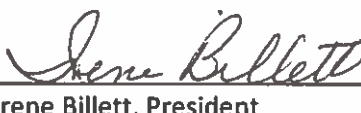
	FOOD SERVICE				
	BOARD MAXIMUM COSTS CALCULATION	30+ HOURS		20-29 HOURS	
		PERCENT OF HARD CAP	BOARD MAXIMUM COSTS	PERCENT OF HARD CAP	BOARD MAXIMUM COSTS
SINGLE	% OF HARD CAP	100%	\$ 5,992.30	100%	\$ 5,992.30
TWO PERSON	% OF HARD CAP	90%	\$ 11,278.58	70%	\$ 8,772.23
FAMILY	% OF 2 PERSON HARD CAP	90%	\$ 11,278.58	70%	\$ 8,772.23

An employee electing to be covered by the district's health insurance may choose either:

1. A traditional health insurance plan. If the traditional health insurance plan exceeds the Board Maximum Costs, the employee is responsible for paying the excess cost.
2. A high deductible health insurance plan with a health savings account. If the high deductible health insurance plan costs exceed the Board Maximum Costs, the employee is responsible for paying the excess cost. If the health insurance plan costs are lower than the Board Maximum Costs, the Board agrees to provide to the employee a benefit in the amount of the difference between the health insurance cost and the Board Maximum Cost. This benefit will be provided in a manner that complies with state and federal law. A Health Savings Account contribution, if applicable, will be distributed on a monthly basis and will discontinue upon termination of employment.



Kimberly A. Blaszak, Superintendent
Lake City Area Schools
Date: 10/15/16



Irene Billett, President
Lake City Support Staff Federation, Food Service
Date: 10-13-16