

Insurance Options Letter of Agreement

Letter of Agreement

Between Bath Community Schools and the Bath Education Association

Date: September 9, 2024

Re: Letter of Agreement on Changes to Insurance Coverage

This Letter of Agreement (LOA) is entered into by and between the Bath Community Schools (hereinafter referred to as "the District") and the Bath Education Association hereinafter referred to as "the Union") for the purpose of modifying the current insurance coverage provided to the employees represented by the Union.

1. Purpose

The purpose of this LOA is to outline the agreed-upon changes to the insurance coverage options for the employees covered under the collective bargaining agreement between the District and the Union.

2. Insurance Coverage Options

Effective with the 2024-2025 school year, the insurance coverage will be modified to include the following three options:

Option 1: BCBSM PPO HDHP HSA \$2,000/\$4,000-0%

Option 2: BCBSM PPO HDHP HSA \$2,000/\$4,000-20%

Option 3: BCBSM HMO HDHP HSA \$2,000/\$4,000-0%

Each option will be available to all eligible employees, and they will be able to select the coverage that best meets their needs during the open enrollment period.

3. Cost and Contribution

The district will continue to follow the language in Schedule B: Fringe Benefits in the collective bargaining agreement to meet the hard cap established by PA52.

We appreciate your cooperation and commitment to working together on this matter. Please indicate your agreement to the terms outlined in this LOA by signing below.

4. Future Negotiations

The parties agree to review the impact of these changes and to discuss any necessary adjustments or modifications in future negotiations. The goal is to ensure that the insurance options continue to meet the needs of the employees and align with the District's budgetary constraints.

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5. Miscellaneous

This LOA represents the complete understanding between the District and the Union regarding the insurance coverage options. Any modifications or additions to this agreement must be made in writing and signed by both parties.

We appreciate your cooperation and commitment to working together on this matter. Please indicate your agreement to the terms outlined in this LOA by signing below.

Signatures:

By signing below, both parties agree to the terms outlined in this Letter of Agreement.

For Bath Community Schools

Chris Hodges

Superintendent

Date_____

For the Bath Education Association

Dan Anibal

President

Date_____