

Proposed letter of agreement between Montague Area Public Schools and the Montague Education Support Personnel Association

Re: Health Insurance, Article 22

For Article 22 (Employee Benefits) effective July 1, 2015:

1. Section A.1 remains the same.
2. Section A.2 remains the same.
3. Section A.3 remains the same.
4. Section A.4 remains the same.
5. Section A.5 remains the same.
6. Section A.6 remains the same.

7. Revised Section A.7:

Employees as defined in Section A.1, A.2, and A.3 above will qualify for medical insurance benefits under the hard cap limits for 2015 or an annual cash in lieu payment of \$750.00 to be paid out over a 10-month period. Dental insurance benefits will qualify under the 80/20 provision. Health care taxes billed to the district are also subject to the hard cap limits. See below for costs (annual):

	Employer		Employee		
	Hard Cap	Dental	Premium	Taxes & Fees	Dental
Single	5,992.30	709.15	871.82	69.20	177.29
2 Person	12,531.75	709.15	2,912.73	155.47	177.29
Family	16,342.66	709.15	2,876.72	193.43	177.29

8. Section A.8 remains the same.

9. Revised Section A.9:

All bargaining unit members who work at least 7 hours a day and are not included in A.7 will qualify for medical and dental insurance coverage 50% paid by the employer or an annual cash in lieu payment of \$750.00 to be paid out over a 10-month period. Hard cap limits for 2015 will apply. Health care taxes billed to the district are also subject to the hard cap limits. See below for costs:

	Employer		Employee		
	Hard Cap	Dental	Premium	Taxes & Fees	Dental
Single	3,432.06	443.22	3,432.06	69.20	443.22
2 Person	7,722.24	443.22	7,722.24	155.47	443.22
Family	9,609.69	443.22	9,609.69	193.43	443.22

10. Section B remains the same.

11. Revised Section C:

The employer shall pay up to the hard cap limits for 2015 for the insurance premium cost for medical insurance coverage as well as health care taxes billed to the district for all bargaining unit members who qualify under Section A.7. The employer shall pay 80% of the insurance premium cost for dental insurance coverage for all bargaining unit members who qualify under Section A.7. The employer shall also provide without cost to those bargaining unit members vision and life insurance fully paid by the employer for a full twelve (12) month period for the bargaining unit member and his/her family eligible dependents.

12. There is no section D.

13. Revised Section E:

The employer shall provide to bus drivers as defined in A.4 above and school year employees who work at least 6 but less than 7 hours a day health and dental coverage as defined in B.1, 50% paid by the employer. These employees are not eligible for the annual cash in lieu payment. Hard cap limits for 2015 will apply. Health care taxes billed to the district are also subject to the hard cap limits. See below for costs:

	Employer		Employee		
	Hard Cap	Dental	Premium	Taxes & Fees	Dental
Single	3,432.06	443.22	3,432.06	69.20	443.22
2 Person	7,722.24	443.22	7,722.24	155.47	443.22
Family	9,609.69	443.22	9,609.69	193.43	443.22

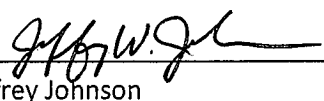
14. Section F remains the same.

15. Section G remains the same.

16. Section H remains the same.

This letter of agreement does not extend or open the contract. This concludes the discussion of the health insurance provision of this contract as agreed in Article 26, Section D.


Ann Shurtum


Jeffrey Johnson