

**Letter of Agreement
Between the
Novi Community School District
And the
Novi Education Association**

Article 25 - Insurance Protection

A. Health Care Insurance

The Board agrees to contribute the maximum amount permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act, on behalf of the full-time, actively employed Teacher, for health care insurance benefits as provided below.

Teachers may choose one (1) of the following two (2) plans:

1. **PLAN I:** Full hospitalization and major medical protection for the Employee and his/her family under MESSA.

Teachers will have the choice of the following health care plans:

- A. MESSA Choices Plan
 - \$500/\$1,000 in-network deductible
 - Total out-of-pocket maximum \$2,500/\$5,000
 - MESSA Saver RX
- B. MESSA ABC Plan 1 (HSA)
 - \$1,350/\$2,700* in-network deductible
 - Total out-of-pocket maximum \$2,350/\$4,700
 - *Or the minimum high deductible amount as determined by the Internal Revenue Service
- C. MESSA ABC Plan 1 with 10% Co-Insurance (HSA)
 - \$1,350/\$2,700* in-network deductible
 - Total out-of-pocket maximum \$3,350/\$6,700
 - *Or the minimum high deductible amount as determined by the Internal Revenue Service
- D. MESSA ABC Plan 2 with 10% Co-Insurance (HSA)
 - \$2,000/\$4,000* in-network deductible
 - Total out-of-pocket maximum \$5,000/\$6,750
 - *Or the minimum high deductible amount as determined by the Internal Revenue Service
- E. MESSA Essentials Plan with 20% Co-Insurance (HRA)
 - \$375/\$750 in-network deductible
 - Total out-of-pocket maximum \$7,900/\$15,800

*In the event that there are changes in the minimums for the ABC Plan 1, then it shall be increased consistent with state and federal law.

The monthly District paid amounts shall adjust on January 1, 2019 and January 1, 2020 to the maximum payment permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act.

The enrolled teacher is responsible for all health insurance benefit plan costs in excess of the Board's contribution, which amounts will be payroll deducted over twenty (20) pays.

Where the health insurance benefit plan costs are less than the Board's contribution, the excess shall be deposited by the district into the participant's HSA or HRA account as applicable, less administrative fees, over twenty (20) pays.

2. **PLAN II:** Plan II is for those teachers who are not enrolled in District provided health insurance. Based on the number of Teachers selecting Plan II, the following monthly sum will be paid in cash:

1-40 Teachers: \$100 each, per month

41-60 Teachers: \$200 each, per month

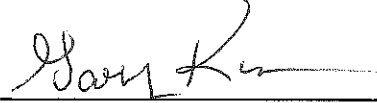
61 and above Teachers: \$300 each, per month

The parties agree that dual coverage of health care insurance is prohibited. A Teacher who is entitled to benefits under another health care insurance plan, which is at least comparable to that provided under this Agreement, shall not be eligible for the Board provided health care insurance.

A Teacher who is discovered to have provided false certification of coverage(s) shall immediately be removed from the Board's health care insurance program and shall not be eligible for the benefits under Plan II for the remainder of the school year.

The plan(s) chosen by the Association, and listed above, shall conform to all requirements of the Patient Protection and Affordable Care Act (PPACA) and Public Act 152 of 2011 (PA 152); including any requirements necessary to avoid penalties, taxes or other liabilities for the Board; the Board, after consultation with the Association, is specifically authorized to make any adjustments to this Article necessary to fully comply with the PPACA and PA 152, including to avoid any penalties, taxes or other liabilities chargeable to the Board. Any such adjustments shall be the minimum necessary to comply with PPACA, PA 152 and the IRS Code, including penalties, taxes or other liabilities chargeable to the Board.

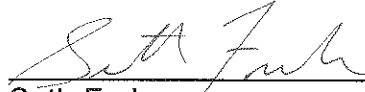
Agreed,



Gary Kinzer
Gary Kinzer
Novi Community School District

Date: 10-31-18

Agreed,



Seth Furlow
Seth Furlow
Novi Education Association

Date: 10-31-18