Letter of Agreement
Between
The Waterford School District
And
MESPA III

The District and the Association agree to the following:

The current collective bargaining agreement shall remain in effect until July 2013 school year with the following conditions:

The parties agree that any part of the contract rendered unenforceable as a result of recent legislation is unenforceable.

The School District agrees that any unassigned general fund balance in excess of 5% of 2012-2013 expenditures will be utilized to help offset any budget shortfall for 2013-14.

MESPA III agrees to a 0% increase for 2012-2013. Steps are to be paid.

The parties agree, subject to the maximum public employer payments to the annual costs for medical benefit plans for its employees, 2011 Public Act 152, that beginning April 1, 2012 and until the first work day of the 2013 school year employees will be enrolled in MESSA Choices, with Summary Plan Description as of 2/20/2012 to the extent that such remains the same and remains commercially available, $10 office visit, the Rx Saver with a $500/$1,000. The deductible will be paid by the district for the 2012 calendar year only, into a health reimbursement account. Upon further ratification of both parties it is permissible to modify or enroll in a different health care plan on or after January 1, 2013. The district shall be policyholder.

Employees will contribute to the cost of the health care premiums. The pre-tax contributions shall be as attached:

Coverage	Per pay deduction – 26 pays
Single	$36.00*
Double	$66.00*
Full Family	$96.00*

*As a result of legislation any increase in premiums will be assumed by the employees.

Furthermore, the parties agree to establish an insurance review committee to meet monthly to investigate and review possible insurance alternatives. This committee shall have no bargaining authority.

For the Association: _____ 3-1-12
Jeff Rowland, MESPA III President **Date**

For the District: _____ 3-1-12
Tom Wiseman, Assist. Superintendent **Date**

TA
JR
2-21-12