LETTER OF AGREEMENT BETWEEN MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT AND THE EDUCATION SUPPORT PROFESSIONALS ASSOCIATION OF THE MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT

The MCISD Administration and Monroe ISD ESPA recognize the cost of health care and medical insurance coverage has continued to increase, creating financial challenges for the employees. Both parties recognize the importance of having access to quality health care coverage with the financial considerations of maintaining quality medical coverage.

Both parties mutually agree to amend the existing contract language regarding medical insurance elections for the 2027 Open Enrollment period. The new medical insurance elections shall include the following elections:

1. MESSA Choices II $1000/$1200 in-network deductible and $1000/$2000 out of network deductible, $20 office visit; $25 urgent care co-pay; $50 ER co-pay, and the 3 Tier Rx or;
2. MESSA Health Savings Account ("HSA") ABC Plan 1 with a $1750/3500 deductible with 0% co-insurance and 3 Tier Rx or;
3. MESSA Health Savings Account ("HSA") ABC Plan 2 with a $2000/$4000 deductible with 0% co-insurance and 3 Tier Rx or;
4. MESSA Health Savings Account ("HSA") ABC Plan 2.5 with a $2550/$5100 deductible with 0% co-insurance and 5 Tier Rx

The parties agree to this Letter of Agreement entered by and between MCISD and the Education Association on the 15th of October. The parties agree that this is a one-time, non-precedent setting agreement

Monroe County Intermediate School District

Dr. Stephen McNew
Superintendent

Monroe County Intermediate Education Support Professionals Association

Crystal Willit
MCISD-ESPA President