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

The MCISD Administration and the MCIEA 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 $1,000/$2,000 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 2 with a $2,000/$4,000 deductible with the 3 Tier RX or:

3. MESSA Health Savings Account ("HSA") ABC Plan 2 with a $2,000/$4,000 deductible, 20% Co-Insurance with the 3 Tier RX or:

4. MESSA Health Savings Account ("HSA") ABC Plan 2.5 with a $2,550/$5,100 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 this 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 Association**

Kerry Simmons
MCIEA President