

LETTER OF AGREEMENT

In the interest of sound labor-management relations, the Wyandotte Public Schools, hereinafter referred to as "Employer", and the Wyandotte Education Association (WEA, MEA/NEA), hereinafter referred to as "WEA", and Wyandotte Education Administrative Assistants Association (WEAAA, MEA/NEA), hereinafter referred to as "WEAAA", hereby agree as follows:

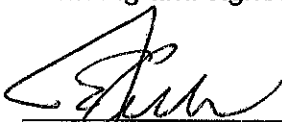
- The WEA and WEAAA are engaged in collective bargaining for a successor agreement;
 - The language pertaining to health/medical/prescription drug coverage, dental coverage, vision coverage, life insurance coverage, and long-term disability coverage for the WEA is located in Article XXIX, "Salaries", Section 2 of the WEA collective bargaining agreement; and
 - The language pertaining to health/medical/prescription drug coverage, dental coverage, vision coverage, life insurance coverage, and long-term disability coverage for the WEAAA is located in Article 17, "Insurance and Retirement Benefits", Sections 1, 2, and 4;
- The Employer, WEA, and WEAAA are committed to negotiating the coverages delineated in the two (2) sub bullet points of bullet point 1 with the understanding the coverages delineated are mandatory subjects of bargaining;
- Notwithstanding bullet point 2, the Employer, WEA, and WEAAA are agreeable to negotiating the coverages delineated in the two (2) sub bullet points of bullet point 1 through a health care committee comprised of members from each of the Unions represented in the Wyandotte Public Schools and central office administrators from the Wyandotte Public Schools;
- The committee members from each Union shall be selected by their respective Unions. Additionally, members are responsible for regular attendance and for full engagement in each step of the process. The committee members of the central office administrators shall be selected by the Superintendent. Neither the Unions, or the Superintendent may restrict who attends committee meetings. Additional compensation will not be provided for these meetings;
- The committee members shall determine meeting dates and agendas at an August organizational meeting. The committee shall schedule timely meeting(s) after proposals are received to ensure the coverages delineated in the two (2) sub bullet points of bullet point 1 shall be determined by and approved by the committee members.
- Requests for proposal shall be submitted no later than August 1st, 2024. The requests for proposal shall indicate the information is due to the committee no later than August

31, 2024. The request for proposal and all information shall be submitted to the committee in the format received immediately;


- The committee members shall, at a minimum, obtain fully insured plan and self-insured plan requests for proposal for health/medical/prescription coverage, including, but not limited to, Health Maintenance Organizations, Preferred Provider Organizations, and High Deductible Health Plans;
- As it pertains to the above bullet point, requests for proposals shall, at a minimum, be requested from Blue Cross Blue Shield, Health Alliance Plan, and the Michigan Education Special Services Association;
- The committee members shall, at a minimum, obtain requests for proposal for dental and vision coverage from Blue Cross Blue Shield, Delta Dental, Health Alliance Plan, the Michigan Education Special Services Association, and Vision Service Plan;
- Any other requests for proposal for the coverages in the three (3) previous bullet points, life insurance, and long term disability shall be determined by and approved by the committee members;
- The committee shall be provided with access to all documents (excluding claims or information that would violate privacy of employees), including but not limited to, requests for proposal, plans available from each insurance carrier, coverage documents, summary of benefit documents, side by side benefit comparisons, rate sheets, all quotes received from an insurance carrier by the district or third-party administrator before any administrative fees/commission fees/other fees added, and all quotes received by the district from the third party administrator after administrative fees, commission fees, and/or other fees are added;
- The committee members shall have the right to request and determine who will make presentations with regard to each of the plans offered by insurance carriers providing quotes. Members of the respective Unions will be responsible for contacting and scheduling these presentations during regularly scheduled committee meetings if they want someone other than Gallagher to present;
- The committee members shall determine the insurance carrier/carriers for each of the benefits delineated in the two (2) sub bullet points of bullet point 1;
- The committee members shall determine the number of plans offered by a specific insurance carrier within the parameters set by the insurance carrier. This shall include, but is not limited to, whether a plan/plan is/are fully insured, self-insured, a health maintenance organization, a preferred provider organization, a high deductible health plan, and the administrator of the high deductible health plan, if one is chosen;

- In addition to the above, the committee shall have the right to negotiate all other mandatory subjects of bargaining pertaining to the issue of benefits enumerated in the two (2) sub bullet points of bullet point 1. These issues include, but are not limited to, cash in lieu of benefits, the reimbursement of premiums pursuant to any self-insured plan, and the reconvening of the committee on a scheduled basis; and
- The committee members shall enter into a tentative agreement with regard to the above-listed bullet point. The Unions shall schedule individual membership meetings for ratification of the coverages selected by the voting committee members. The meeting shall take place within three (3) business days of the meeting in which a tentative agreement is reached.

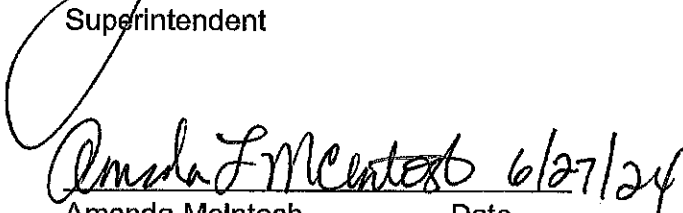
This Letter of Understanding shall not be considered as precedent or past practice in future situations by either party. In addition, this document presents the entire agreement between the parties as the matters addressed herein. No other agreements, including alterations/changes/modifications to the collective bargaining agreement shall be binding unless in writing and signed by both parties.



James Anderson 6/27/24
Superintendent Date



Jason Krajewski 6/27/24
WEA President Date



Amanda McIntosh 6/27/24
WEAAA President Date