

Memorandum of Agreement
between
The Ann Arbor Education
Association and
The Ann Arbor Board of Education

Additional Medical Insurance Plans

The Ann Arbor Education Association and the Ann Arbor Board of Education are committed to providing quality, affordable medical insurance plans to their staff. The following understanding is reached between the parties with respect to contractual additions to their medical insurance plans.

Beginning January 1, 2025, the following medical plans will be added to the collective bargaining agreement:

- Priority Health HMO In-Network: Deductible \$250/\$500; Coinsurance 90/10%; Coinsurance Maximum \$1,500/\$3,000; Out of Pocket Maximum \$9,200/\$18,400: RX \$10 Generic, \$40 Preferred Brand, \$80 Non-Preferred Brand, Mail Order 2X.
- Priority Health PPO In-Network: \$500/\$1,000; Coinsurance 90/10%; Coinsurance Maximum \$1,000/\$2,000; Out of Pocket Maximum \$9,200/\$18,400: RX \$10 Generic \$40 Preferred Brand, \$80 Non-Preferred Brand, Mail Order 2X. Out-of-Network: \$1,000/\$2,000; Coinsurance 70/30%; Coinsurance Maximum \$2,000/\$4,000; Out of Pocket Maximum \$18,400/\$36,800: RX \$10 Generic, \$40 Preferred Brand, \$80 Non-Preferred Brand, Mail Order 2X.
- Priority Health HSA PPO In-Network: In-Network: \$1,650 Single/\$3,300 Family; Coinsurance 100%; Coinsurance Maximum None; Out of Pocket Maximum \$3,000/\$6,000: RX After Deductible \$10 Generic, \$40 Preferred Brand, \$80 Non Preferred Brand, Mail Order 2X. Out-of-Network: \$3,300 Single/\$6,600 Family; Coinsurance 70/30%; Coinsurance Maximum None; Out of Pocket Maximum \$6,000/\$12,000: RX After Deductible \$10 Generic, \$40 Preferred Brand, \$80 Non-Preferred Brand, Mail Order 2X. Employer HSA Funding: \$1,650 Single/Family.

The parties will continue to negotiate all other provisions pertaining to health care benefits.

The employer contribution will be set at the contractual rates for 2025.

The agreement does not preclude either party from raising other items related to health care benefits during economic negotiations. This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter.

ANN ARBOR PUBLIC SCHOOLS



Shonta Langford
Assistant Superintendent
Human Resources
Date: 11/08/2024

ANN ARBOR EDUCATION ASSOCIATION



George Przygodski
3C Executive Director

Date: 11-12-2025