LETTER OF AGREEMENT

Between the Jackson County Intermediate School District (JCISD)
and
Transportation Staff (TS)

RE: Amend Article Fringe Benefits, section "Health Insurance – Full Family Benefits" only, page 14
and
Amend Article "Leaves of Absence", Section "Leave Days Without Pay" only page 12

The JCISD and TS bargaining units are parties to a collective bargaining agreement that addresses the terms and conditions of employment for bargaining unit employees, including fringe benefits and leave without pay. The union's collective bargaining agreement is effective through June 30, 2026.

The Employer and the Association recognize the responsibility to provide a competitive total compensation package for all employees. In order to help employees retain as much of their pay as possible by lowering their portion of the health insurance contribution, JCISD and TS have agreed to renegotiate the Board contribution for health insurance for 2025.

By signing this Agreement, both parties agree to amend **Article Fringe Benefits (only section "Health Insurance – Full Family Benefits" on page 14)** and **Article Leaves of Absence (only Section "Leave Days Without Pay" on page 12)** with the following:

ARTICLE Fringe Benefits (replace "Health Insurance Full Family Benefits" page 14 only)

Health Insurance – Full Family Benefits. Effective January 1, 2025 the board shall increase its health insurance premium contribution to 80% portion of the health insurance premium cost to eligible employees. The definition of health insurance premium cost contribution by the District shall include all costs identified in PA 152 of 2011, as amended.

The Board will offer and administer the following health insurance options. One of the available options will meet the "affordability test" of the federal health care law.

Plan I – PPO with $1,650/$3,300 deductible; and prescription drug co-pays no higher than $10/$40/$80 for generic/preferred/non-preferred drugs after deductible. For the 2025 calendar year, the employee premium share for this plan is $147/pay (18 pays) for employee-only, $353/pay for two persons and $440/pay for full-family.

Plan II – HMO with no deductible: $30 office visit co-pay, $50 specialist office co-pay, $60 urgent care co-pay; $250 emergency room co-pay; prescription drug co-pays no higher than $10/$30/$60/$80 for generic/preferred/non-preferred/specialty drugs. For the 2025 calendar year, the employee premium share for this plan is $80/pay (18 pays) for employee-only, $273/pay for two persons and $300/pay for full-family.

Plan III – HMO with $1,000/$2,000 deductible: $30 office visit co-pay, $50 specialist office co-pay, $60 urgent care co-pay; $250 emergency room co-pay; prescription drug co-pays no

higher than $10/$30/$60/$80 for generic/preferred/non-preferred/specialty drugs. For the 2025 calendar year, the employee premium share for this plan is $63/pay (18 pays) for employee-only, $231/pay for two persons and $247/pay for full-family.

Plan IV – Effective February 1, 2010, $200 per month ($133.33/pay for 18 pay periods) cash payment in lieu of health insurance. This cash payment may also be invested in the Section 403(b) retirement investment plan or any of the ISD flexible spending plans. The Cash-In-Lieu plan includes dental and vision for employee and dependents at no cost. Life insurance and LTD are also included at no cost to the employee.

Effective June 1, 2010, newly hired drivers and attendants will be eligible for employer-paid health insurances ONLY for the employee. Effective January 1, 2020, employees with five (5) years or more of service in the bargaining unit will be eligible to enroll eligible family members in employer-paid health insurance during open enrollment, as described above. Effective January 1, 2015, employees who are not eligible for employer-paid family member health insurance coverage will be eligible to pay the additional cost to add eligible family members through a deduction from the employee's pay. Effective January 1, 2023, drivers with one (1) year or more of service in the bargaining unit will be eligible to enroll eligible family members in employer-paid health insurance during open enrollment, as described above.

Health insurance will become effective on the first of the month following hire, unless the employee starts work on the first of the month, in which case the insurance coverage will be effective on the first day worked. Employer-paid health insurance will be terminated on the last day of the month during which an employee discontinues employment.

Article Leaves of Absence, Replace only Section "Leave Days Without Pay" on page 12

Leaves Without Pay.

Definition. Leave of absence Without Pay of up to one (1) year may be granted by the District for the following pre-approved reasons, as defined by the Family Medical Leave Act (FMLA):

- Employee's Serious Health Condition – e.g. A serious health condition that makes the employee unable to perform the functions of his/her job.
- Parental Leave – e.g. Birth or care of the employee's newborn child, care for a newly adopted child.
- Family Illness - e.g. Care for a spouse, child, parent (but not parent-in-law) who has a serious health condition.

Duration of this Leave will not exceed one (1) year, inclusive of any other leaves of absence taken (e.g. FMLA).

Request and Approval Process. Leave Without Pay must be requested in writing (see attached form) and directed to the Department of Human Resources. Requests should be made at least three weeks in advance or as soon as practically possible.

Approval process and notification procedure will follow the Family and Medical Leave Act (FMLA) guidelines as outlined by the Department of Labor (DOL) Board Policy 4106.

Eligibility. Employees are eligible for this Leave after they have been employed with the District for at least five (5) years.

Benefits. An employee on a Leave Without Pay shall have such health insurance benefits as are available, prior to the employee going on leave, provided said employee reimburses the Employer for the full cost of the benefits.

Return from Leave. The Board will return an employee to a comparable available position following leaves of one (1) year or less. Should a comparable position not be available, the recall provisions will apply.

Notification of Intent to Return. Employee is required to notify the District of his/her intent to return at least 30 days prior to the completion of leave. If the leave was granted for an employee's serious health condition, the employee must provide medical verification of fitness to perform all the essential functions of his/her assignment with or without reasonable accommodation at least one week prior to the desired return to work date.

Automatic Quit. Any employee failing to give proper notification and/or return to work upon completion of a leave shall be deemed an automatic quit.

This Letter of Agreement will be effective beginning January 1, 2025 and last through December 31, 2025, unless the parties later mutually agree in writing to change the effective dates of this Agreement.

No other terms or conditions are included in this Letter of Agreement.

Date: October 15, 2024

Transportation Staff

Kimberly Krutsch, Employee Representative

Terrie Rowley, Employee Representative

Stacy Boley, Employee Representative

Diane Adams, Employee Representative

Lisa Morey, Employee Representative

Jackson County Intermediate School District

David Salsbury, JCISD Board President

Kevin Oxley, Superintendent

Maureen Keene, Director of Special Education

Elizabeth Gayle, Director of Human Resources