

Letter of Agreement Between Byron Area Schools and the AFSCME

Subject: Agreement Regarding Change to MESSA Choice 5RX Medical Plan

This Letter of Agreement (LOA) is made by and between Byron Area Schools (hereinafter referred to as "District") and the AFSCME collectively referred to as the "Parties."

WHEREAS, the Parties have met and discussed the proposed changes to the District's employee medical plan,

WHEREAS, both Parties are committed to ensuring the well-being of employees while recognizing their dedication to the success of the District's mission.

Now, therefore, the Parties agree as follows:

1. Change to the MESSA Choice 5RX Medical Plan

The District will transition all eligible employees to the **MESSA Choice 5RX** medical plan, effective **January 1, 2025**

The District agrees to provide employees with detailed information about the new plan and its benefits, including any changes to coverage, premiums, co-pays, and network providers.

The District will also provide an open enrollment period prior to the implementation of the MESSA Choice 5RX plan, during which employees can ask questions, receive assistance, and make any necessary adjustments to their benefits elections.

2. Miscellaneous Provisions

a. **Communication:** Both Parties agree to communicate openly regarding the implementation of the MESSA Choice 5RX medical plan. The District will provide relevant updates to AFSCME members as necessary.

b. **Severability:** If any provision of this agreement is found to be invalid or unenforceable, the remainder of this agreement will continue in full force and effect.


c. **Amendments:** Any amendments or modifications to this agreement must be made in writing and signed by both Parties.

This Letter of Agreement represents the full and final understanding between the Parties regarding the topics addressed herein. It supersedes all prior discussions, agreements, or memoranda of understanding related to these matters.

IN WITNESS WHEREOF, the Parties hereto have caused this agreement to be executed by their duly authorized representatives.

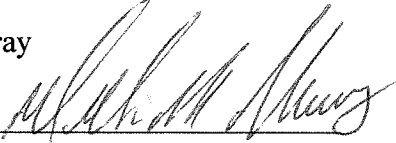
For Byron Area Schools:

Brandon Chapman
Superintendent

Signature: 
Byron Area Schools
Date: 12/9/2024

For the AFSCME

Debra Murray

Signature: 
AFSCME
Date: 12/9/2024