

Letter of Agreement Between Byron Area Schools and the Byron Education Association (BEA)

Subject: Agreement Regarding Change to ABC 2 5RX Medical Plan and One-Time Retention Payment

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

WHEREAS, the Parties have met and discussed the proposed changes to the District's employee medical plan and the provision of a one-time retention payment for BEA members, and

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 ABC 2 5RX Medical Plan**

The District will transition all eligible employees to the **ABC 2 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 ABC 2 5RX plan, during which employees can ask questions, receive assistance, and make any necessary adjustments to their benefits elections.

2. **One-Time Retention Payment**

In recognition of the hard work and dedication of the BEA members, the District agrees to provide a one-time retention payment of **\$400.00** to each eligible staff member represented by the BEA.

The payment will be made on the last pay date of January 2025 and will be deposited into the employee's **tax-deferred account** of their choice or their **Health Savings Account (HSA)**. Employees will be provided with the necessary instructions to designate their preferred account for the deposit.

3. **Eligibility for Retention Payment**

To be eligible for the one-time retention payment, employees must be actively employed by the District at the time of the January payment date. Employees on approved leave of absence, or those who have resigned or retired prior to the payment date, will not be eligible to receive the retention payment.

4. **Miscellaneous Provisions**

a. **Communication:** Both Parties agree to communicate openly regarding the implementation of the ABC 2 5RX medical plan and the retention payment. The District will provide relevant updates to BEA 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.

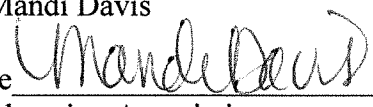
IN WITNESS WHEREOF, the Parties hereto have caused this agreement to be executed by their duly authorized representatives.

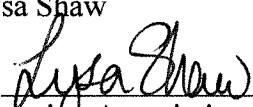
For Byron Area Schools:

Brandon Chapman
Superintendent

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

For the Byron Education Association:

Mandi Davis
Signature: 
Byron Education Association
Date: 11/20/2024

Lysa Shaw
Signature: 
Byron Education Association
Date: 11/26/24