

LETTER OF AGREEMENT

2026 INSURANCE PLAN CHANGES

This Letter of Agreement is entered into between LAKEVIEW SCHOOLS (the "District") and LAKEVIEW EDUCATION ASSOCIATION & LAKEVIEW SECRETARIES ASSOCIATION/MEA/NEA (the "Associations").

This Agreement recognizes the MESSA medical insurance plans that will go into effect January 1, 2026.

MESSA Plans

- ABC Plan 3 HSA \$3,500/\$7,000, 20% Co-Insurance, 5 Tier Drug Mail Drug Card.
- ABC Plan 2.5 HSA \$2,500/\$5,000, 0% Co-Insurance, 5-Tier Drug Card.
- ABC Plan 2 HSA \$2,000/\$4,000, 20% Co-Insurance, 3-Tier Drug Card.
- ABC Plan 2 HSA \$2,000/\$4,000, 0% Co-Insurance, 5-Tier Drug Card.
- Balance Plus HSA \$1,700/\$3,400, 20% Co-Insurance, 5-Tier Drug Card.

Any disputes over the interpretation or implementation of this Letter of Agreement shall be resolved under the grievance procedure in the Collective Bargaining Agreement. This letter of Agreement does not alter or abrogate the current or any successor collective bargaining agreement between District and the Association except what is specified herein.

FOR THE DISTRICT

By: [Signature]
Its: Superintendent
Dated: 11-7-25

FOR THE LAKEVIEW EDUCATION
ASSOCIATION/MEA/NEA

By: [Signature]
Its: President
Dated: 10/31/25

FOR THE LAKEVIEW SECRETARIES
ASSOCIATION/MEA/NEA

By: [Signature]
Its: President
Dated: 10/29/25