

Memorandum of Agreement
Between
Ann Arbor Education Association (AAEA)
and
The Ann Arbor Board of Education

Health Care Benefits

The parties agree to the following benefit changes beginning January 1, 2026:

- Seven (7) Priority Health Insurance plan offerings for 2026.
 - Eliminate Priority Health HMO 1
 - Eliminate Messa ABC 1
 - New Plan HMO \$500, 80% Alternate
 - New Plan PPO HSA \$2000, 80% Alternate
 - New Plan PPO HSA \$2500, 80% Alternate
- Benefit details for each plan can be found in Appendix XII
- The employer contribution toward medical benefit plan annual costs will increase annually by the same percentage as the State of Michigan Department of Treasury memo pursuant to current PA152. For the 2026 calendar year, that amount increased by 2.9%. The board contribution for 2026 will be \$14,984.53
- The employee is responsible to pay for any additional cost based on plan selection beyond the \$14,984.53 district contribution
- The employee contribution will be divided over 20 or 24 pays as elected by the employee.
- Any additional financial implications to health care insurance will be subject to negotiations during the financial portion of the IBB bargaining process.
- Negotiated changes to the district premium share contributions or district HSA contributions may trigger a new open enrollment as allowable under statutory limits.

This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties.

ANN ARBOR PUBLIC SCHOOLS

ANN ARBOR EDUCATION ASSOCIATION



Shonta Langford
Assistant Superintendent
Human Resources

10/23/25
Date



George Przygodski
Executive Director
3C Coordinating Council

10-23-2025
Date

[illegible]

Long Term Disability

\$3,000 per year cash incentive deposited into the employee's paycheck in ten (10) monthly increments (\$300/month).

Medical coverage may be elected. The district premium share contribution for part-time staff will equal the same pro ration as the FTE (i.e. 0.4 FTE district pays 40% of their premium contribution amount). The employee will be responsible for the remainder of the premium payment if they elect medical coverage.

Long Term Disability

Part-Time Staff are not eligible for the Cash in Lieu option.

Aug 10-23-8
10-23-25