

**Letter of Agreement
Between
Cedar Springs Public Schools
And
the Cedar Springs Education Association**

The Cedar Springs Education Association ("CSEA") Collective Bargaining Agreement, Article 11, Sec. F – Contribution to an HSA states the following:

If a HSA program is selected by the member, the employer shall pay 50% of the difference between the annual cost limitation and the cost of the HSA plan, assuming the HSA plan is less than the capped amount. These funds will be placed in an HAS account. The payment into the HSA account shall be made in January each year.

Cedar Springs Public Schools (the "District") and the CSEA hereby enter into this Letter of Agreement by agreeing to the following:

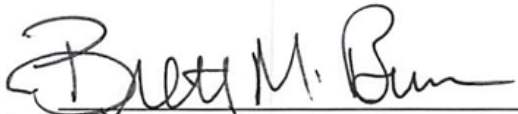
For the 2027 plan year (January 1, 2027 – December 31, 2027), if a HSA program is selected by the member, the employer will pay 100% of the difference between the annual cost limitation and the cost of the HSA plan, assuming the HSA plan is less than the capped amount. The payment into the HSA plan shall be made in two installments, 66.7% in January and 33.3% in the second pay in August. Members who retire or resign effective June 30, 2027 will receive the January installment only. The payment will be prorated to the nearest month for members who retire mid-school year. The District's HSA contribution will revert to 50% for the 2028 plan year.

CSEA Leadership



Signature

Jen Kahler, President



Signature

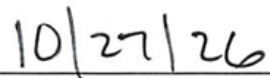
Brett Burns, Vice President

Cedar Springs Public Schools

 10.27.26

Signature

Scott Smith, Superintendent



Date