

## LETTER OF AGREEMENT

**Manistee Area Public Schools  
and  
Manistee Educational Support Personnel Association**

**(Article XVI – Employee Benefits and Article XIV – Item C.2)**

The Manistee Area Public Schools (“District”) and the Manistee Educational Support Personnel Association (“Union”) hereby agree to amend their collective bargaining agreement in effect to and including June 30, 2026. Changes are reflected in red. The parties agree as follows:

1. **Article XVI – Employee Benefits.** Beginning on the first day of the month following completion of the thirty (30) workday probationary period, the Employer shall offer qualifying employees who work a regular schedule of thirty (30) or more hours per week the single-subscriber health insurance coverage described under Plan A, for a full twelve (12) month period.

**Plan A:**

- Health: Priority Health HMO HSA (20% coinsurance) or Priority Health POS (10% coinsurance)
- LTD: 60%, up to \$1,500 maximum monthly income benefit; 90-calendar-day modified fill
- Life: \$10,000 negotiated life insurance with AD&D
- Vision: VSP-2
- Dental: 75% Preventative / 75% Basic / 60% Major – \$1,500 annual maximum
  - 75% Orthodontia – \$2,000 lifetime maximum

**Plan B:**

- LTD: 60%, up to \$1,500 maximum monthly income benefit; 90-calendar-day modified fill
- Life: \$10,000 negotiated life insurance with AD&D
- Vision: VSP-2
- Dental: 75% Preventative / 75% Basic / 60% Major – \$1,500 annual maximum
  - 75% Orthodontia – \$2,000 lifetime maximum

Employees may extend health insurance coverage to their spouse and/or dependents through payroll deduction, utilizing pre-tax dollars under Section 125 of the Internal Revenue Code.

Employees hired after October 1, 2025 shall not be eligible for employer premium contributions or cash-in-lieu payments.

For employees hired on or before October 1, 2025, the employer shall contribute an amount equal to the maximum hard cap allowed by law for single-subscriber health insurance. If the premium is less than the hard cap, the difference shall be deposited into the employee's HSA.

Employees hired on or before September 22, 2021, who do not elect Plan A, may select Plan B and receive cash in lieu of health benefits. The employer shall contribute a total of \$300 per month. For those selecting Plan B, the cash amount shall be equal to \$300 minus the monthly premium for Plan B.

Employees hired after September 22, 2021, but before October 1, 2025, who do not elect Plan A, may select Plan B and receive cash in lieu of health benefits. The employer shall contribute a total of \$150 per month. For those selecting Plan B, the cash amount shall be equal to \$150 minus the monthly premium for Plan B.

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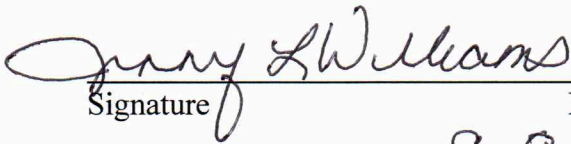
**2. Article XIV – Item C.2. Replace existing language with:**

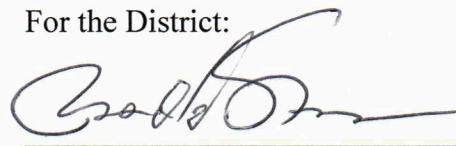
Employees holding either a Bachelor's Degree and/or an Associate Degree directly related to education or student care/instruction (as approved by the Superintendent or their designee) shall receive a stipend of \$1.00 per hour more in addition to their regular hourly wage.

3. All other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

For the Union:

For the District:

  
\_\_\_\_\_  
Signature Date  
9-8-25

  
\_\_\_\_\_  
Signature Date  
9-10-25