

LETTER OF AGREEMENT

INSURANCE PLAN CHANGES 2023

This Non-Precedent Setting Letter of Agreement is entered into between LAKEVIEW SCHOOL DISTRICT (the "District") and LAKEVIEW EDUCATION ASSOCIATION/MEA/NEA (the "Association").

The District and the Association agree to add an additional medical plan option, as outlined below, and found in Article 15 of the Collective Bargaining Agreement, and available no later than April 1st, 2023. The open enrollment period will be limited to medical plan changes. It is understood that some bargaining unit members may choose to opt out of medical insurance coverage during the open enrollment period. Should this occur the bargaining unit member will provide the district proof of an Affordable Care Act qualifying plan. The subsequent Cash in Lieu (CIL) to be paid to the bargaining unit member would start with the month of April.

MESSA Choices	\$500/\$1,000 Deductible	ABC Rx.
MESSA Choices	\$500/\$1,000 Deductible	3-Tier Rx.
MESSA Choices	\$1,000/\$2,000 Deductible	ABC Rx.
MESSA ABC HSA Plan 1	\$1,500/\$3,000 Deductible	ABC Rx.

This letter of agreement will be in effect through December 31, 2023.

Neither the District nor the Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement.

FOR
LAKEVIEW SCHOOL DISTRICT

FOR
LAKEVIEW EDUCATIONAL ASSOCIATION/MEA/NEA

By: [Signature]
Its: Asst. Sup. of HR.
Dated: 1/30/23

By: [Signature]
Its: LEA - President
Dated: 1/30/23