

## LETTER OF AGREEMENT

August 4, 2025

### **PA 152 - Health Insurance**

This letter of agreement is entered into between the Hamilton Community Schools Board of Education ("the Board") and the Hamilton Custodial/Maintenance Association ("the Association"). The Board and the Association hereby agree to make the following changes to Article XX.A.1 of the agreement ratified in 2025 and shall be in effect beginning with its signing.

#### **Article XX.A.1**

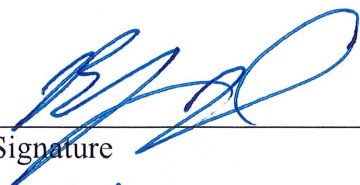

1. Health Insurance - the Board shall provide health insurance through MESSA. With rising healthcare costs, MESSA plan offerings will be bargained each year moving forward and included in open enrollment. At a minimum, the plan options will include a low deductible plan as well as a high deductible HSA plan for members to choose from. Plan details and any changes will be communicated to members prior to each open enrollment period.


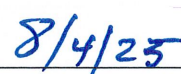
Employees shall contribute annually an amount equal to the difference between the cost of the member's elected medical insurance coverage level and the

District's annual contribution toward the premium of January 1 through December 31.

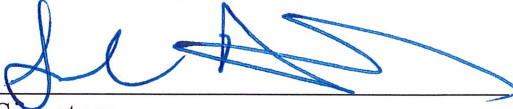
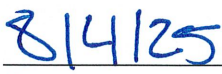
~~The Board shall pay the state mandated hard cap amounts or an 80/20 split toward eligible employees' medical coverage, whichever is greater, towards the employee's health insurance.~~ **The Board shall pay the state mandated hard cap amounts towards the employee's health insurance, unless required by law to contribute eighty percent (80%) of employee health insurance costs.** The annual amount will be adjusted on January 1 of each year of this contract.



#### **HAMILTON COMMUNITY SCHOOLS**

  
\_\_\_\_\_  
Signature  
  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Signature  
  
\_\_\_\_\_  
Date

#### **HAMILTON CUSTODIAL/MAINTENANCE ASSOCIATION**

  
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Signature  
  
\_\_\_\_\_  
Date

  
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Signature  
  
\_\_\_\_\_  
Date