

**Letter of Agreement
Between
Webberville Education Association
And
Webberville Board of Education**

RE: Article 20, Insurance, Section A, Board Contribution to Insurance

This Letter of Agreement is mutually entered into by and between the Webberville Board of Education (Board) and the Webberville Education Association (Association). The Association and the Board commit to the following agreements regarding the Board contribution to insurance, Article 20, Insurance, Section A, for the February 1, 2007 to December 31, 2007, insurance plan period.

The Board and the Association agree effective February 1, 2007, the Board monthly contribution to insurance is not to exceed \$1100 per member for those participating in Plan A through June 30, 2008.

It is understood the Board made an eleven-twelfths (11/12ths) contribution to cover the HSA deductible for each participating member beginning February 1, 2007, with the understanding the individual member would be responsible for the remaining one-twelfth (1/12th) of the deductible contribution in order to comply with the Internal Revenue Service (IRS) rules and regulations in effect prior to December 31, 2006.

It is further understood effective January 1, 2007, the IRS changed its rules and regulation governing the allowable contribution to a HSA plan deductible to cover a full 12 month period regardless of when the plan is entered into.

It is further understood there will be insurance rate adjustments effective July 1, 2007, and the amount of these adjustments will be known no later than June 1, 2007.

Therefore, the parties agree to calculate what the overall insurance contribution will be for the July 1, 2007 through June 30, 2008, insurance period. If the Board \$1100 monthly contribution will cover all insurance costs and enough funds remain to pay the remaining one-twelfth of the insurance deductible or any portion thereof for the 2007 plan year, then it shall be negotiated.

This agreement shall be without precedent and shall not constitute a practice between the parties.

Webberville Board of Education

Webberville Education Association

Board President

Association President

Date

Date