

**Letter of Agreement
between
New Haven School Secretaries Association, MEA-NEA
and
New Haven Community Schools**

Re: MESSA Insurance Benefit Changes

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2025 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the New Haven Board of Education, hereinafter referred to as “District”, and the New Haven School Secretaries Association, hereinafter referred to as “Association”, hereby agree as follows:

1. For the 2023 calendar year, the MESSA insurance benefits shall be changed as follows:

Current Contract Language

ARTICLE 18, INSURANCE

The Board will provide the same health related benefits to school secretaries defined in the New Haven Education Association collective bargaining agreement. The current plan(s) under the New Haven collective bargaining agreement are as follows:

PAK A: For employees needing health insurance

- MESSA ABC 1 PAK A health insurance with ABC RX Plan
- MESSA ABC 1 PAK A health insurance with 20% co-ins and ABC RX Plan
- MESSA ABC 2 with 20% co-insurance and ABC RX Plan
- MESSA Essentials with EbM RX Plan

Refer to plan descriptions for benefit details

- The employer will fund the amount allowed under the hard cap Employees will pay all premium costs over the hard cap amount.
- The employee may choose to have the district pre-fund \$750.00 of the deductible for single subscribers to a Health Saving Account (HSA), and \$1,500.00 of the deductible for two-person and full-family subscribers to a Health Saving Account (HSA). The employee must pay this amount back to the District
- The board will provide single subscriber hospitalization insurance

In addition to any fringe benefits listed, school secretaries may opt to enroll in a health savings plan using pre-tax dollars. Administration will select a health savings plan administrator. School Secretaries may select a per pay dollar amount to be withdrawn from their paycheck pre-tax for deposit in their health savings plan. School Secretaries may pay for health care used during the calendar year by following the procedures stated by the health care savings plan administrator.

If the New Haven Education Association (NHEA) agrees to change to a plan equivalent to the MESSA benefits provided in their collective bargaining agreement, the New Haven Paraprofessional Association (NHPA) and the District shall meet to discuss the plan. There shall be no changes in the MESSA benefits provided herein without mutual agreement by both parties.

MESSA benefits for the 2022 calendar year

MESSA ABC 1 PAK A health insurance with ABC RX Plan

MESSA ABC 1 PAK A health insurance with 20% co-ins and ABC RX Plan

MESSA ABC 2 with 20% co-insurance and ABC RX Plan

MESSA Essentials with EbM RX Plan

MESSA benefits for the 2023 calendar year

MESSA ABC 1 PAK A health insurance with 3-Tier RX Plan

MESSA ABC 1 PAK A health insurance with 20% co-ins and 3-Tier RX Plan

MESSA ABC 2 with 20% co-insurance and 3 Tier RX Plan

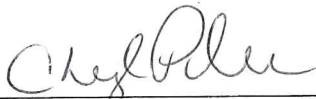
MESSA Essentials with EbM RX Plan

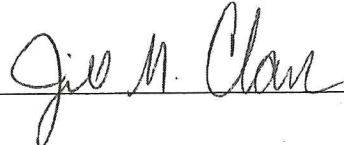
2. These changes shall be in effect January 1, 2023 through December 31, 2023
3. The parties will meet no later than September 15, 2023 to discuss MESSA insurance benefits for the 2024 calendar year. No changes shall be made without mutual agreement between the parties.

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

New Haven Community Schools

New Haven Paraprofessional Association, MEA-NEA

By: 

By: 

Date: 10-3-22

Date: 10-3-22

Cheryl Puzdrakiewicz
Superintendent
New Haven Community Schools

Jill Clark
President
New Haven School Secretaries Association, MEA-NEA