

WEST BRANCH-ROSE CITY AREA SCHOOLS

Gail Hughey, Superintendent

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LETTER OF AGREEMENT

between

West Branch-Rose City Area Schools

and

The West Branch-Rose City Area Schools Education Association

October 20, 2025

The employment relationship between the West Branch-Rose City Area Schools and the West Branch-Rose City Area Schools Education Association is governed by the 2025-2027 Agreement. The District and the WBRC EA intend to amend Article 31. Fringe Benefits, Section C Medical Insurance programs, adding option 5. as outlined below for the employees to choose from during open enrollment period in November 2025. All other terms and conditions of the Agreement remain unchanged.

MESSA ABC Plan 2 (FH)

IN Deductible: \$2000/\$4000

IN Coinsurance: 0%

TH:24-7/MH/PC Copay: \$0/\$0/\$0

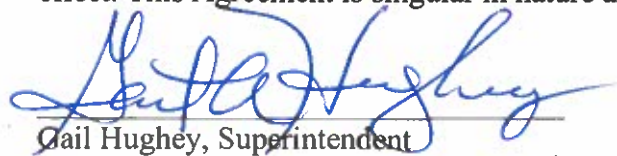
OV/SV/UC/ER Copay: \$0/\$0/\$0/\$0

RX Coverage: 5 Tier

Riders: EA1, HEQ

Both parties agree that this Agreement will expire no later than June 30, 2027.

Both parties agree that all other collective bargaining agreement provisions remain in full effect. This Agreement is singular in nature and is not precedent-setting.


Gail Hughey, Superintendent

10.20.25
Date


Elizabeth Chamberlain, WBRC EA President

10.20.25
Date

WBRC STAFF INSURANCE RATES

MESSA

Employee Insurance Contribution

1/1/26 - 12/31/2026

All Staff

				1/1/2026 thru 12/31/2026	1/1/2026 thru 12/31/2026	1/1/2026 thru 12/31/2026				
		Premium	Taxes*	Monthly Cost	Total Cost	Cap @ 100.00%	Annual Employee Portion	20 Pays	24 Pays	
MESSA Choices:		SS	746.97	-	746.97	8,963.64	7,942.09	1,021.55	51.08	42.56
500/1000		2P	1,680.68	-	1,680.68	20,168.16	16,609.38	3,558.78	177.94	148.28
5 Tier		FF	2,091.52	-	2,091.52	25,098.24	21,660.30	3,437.94	171.90	143.25
MESSA Choices:		SS	686.52	-	686.52	8,238.24	7,942.09	296.15	14.81	12.34
500/1000		2P	1,544.67	-	1,544.67	18,536.04	16,609.38	1,926.66	96.33	80.28
3 Tier Mail		FF	1,922.26	-	1,922.26	23,067.12	21,660.30	1,406.82	70.34	58.62
20% Coinsurance										
MESSA HSA:		SS	656.30	-	656.30	7,875.60	7,942.09	(66.49)	-	-
1700/3400		2P	1,476.68	-	1,476.68	17,720.16	16,609.38	1,110.78	55.54	46.28
5 Tier		FF	1,837.64	-	1,837.64	22,051.68	21,660.30	391.38	19.57	16.31
MESSA HSA:		SS	637.05	-	637.05	7,644.60	7,942.09	(297.49)	-	-
2000/4000		2P	1,433.36	-	1,433.36	17,200.32	16,609.38	590.94	29.55	24.62
3 Tier		FF	1,783.74	-	1,783.74	21,404.88	21,660.30	(255.42)	-	-
MESSA HSA:		SS	605.61	-	605.61	7,267.32	7,942.09	(674.77)	-	-
2000/4000		2P	1,362.62	-	1,362.62	16,351.44	16,609.38	(257.94)	-	-
5 Tier		FF	1,695.71	-	1,695.71	20,348.52	21,660.30	(1,311.78)	-	-

Cap	
1/1/26 -12/31/26	
Single	7,942.09
2 Person	16,609.38
Full Family	21,660.30

* Taxes are included in the premium for FY 2026