

WEST BRANCH-ROSE CITY AREA SCHOOLS

Gail Hughey, Superintendent

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LETTER OF AGREEMENT

between

United States Steelworkers, AFL-CIO-CLS on behalf of Local Union 15095-01

and the

West Branch-Rose City Area Schools

October 20, 2025

The employment relationship between the West Branch-Rose City Area Schools and the United Steelworkers Local Union 15095-01 is governed by the 2024-2026 Agreement. The District and Local Union intend to amend Letter of Agreement dated April 24, 2025 regarding Article XV adding the medical insurance program option as outlined below for employees to choose from during open enrollment period in November 2025. All other terms and conditions of the Agreement remain unchanged. The parties agree to the following plan options:

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, 2026.

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.

A handwritten signature in blue ink, appearing to read 'Gail Hughey', is written over a horizontal line.

Gail Hughey, Superintendent

A handwritten signature in black ink, appearing to read 'Dawn Johnson', is written over a horizontal line.

Dawn Johnson, USW President

10.20.25
Date

10.21.25
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	Annual Employee Portion	20 Pays	24 Pays
		Premium	Taxes*	Monthly Cost	Total Cost	Cap @ 100.00%			
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