

Letter of Understanding  
Between the  
Kaleva Norman Dickson Board of Education  
And the  
Kaleva Norman Dickson Educational Support Professionals Association

**Purpose:**

To update collective bargaining unit agreement language to include the insurance plan information for calendar year 2026.

**Article IX - INSURANCE AND RELATED FRINGE BENEFITS**

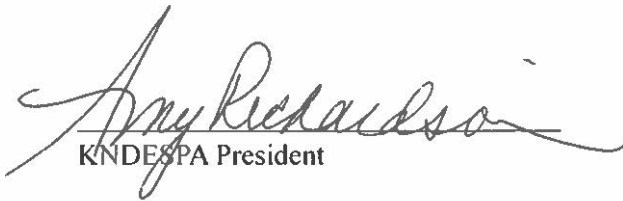
Effective upon ratification of this contract, eligible employees may elect MESSSA ABC Plan 1 as the basic health insurance plan. The Board will pay each month up to the amount set forth in the Publicly Funded Health Insurance Contribution Act (PA 152) as follows:

\$7,942.09 times the number of single subscribers	(\$661.84 monthly)
\$16,609.38 times the number of two-person subscribers	(\$1,384.12 monthly)
\$21,660.30 times the number of family subscribers	(\$1,805.03 monthly)

The annual employer paid amounts shall adjust annually at the beginning of each plan year to the maximum payment permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act (PA152).

No other language changes except:

1) Health Insurance – MESSA ABC Plan 1 (5Tier Prescription plan)

  
KNDSPA President

11-26-2025  
Date

  
BOE Designee / Superintendent

11-26-2025  
Date