LETTER OF UNDERSTANDING
between
LAKE ORION COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION
and
LAKE ORION EDUCATION ASSOCIATION, MEA/NEA

The District and the Association agree to the following:

Claroﬁcation of Article XXV- Insurance Protection : Section E Insurance Option Pak B

It is understood to qualify for cash-in lieu individuals must, as indicated in paragraph three of this article and section, provide documentation of insurance coverage from another source.

Article XXV- Insurance Protection : Section E Insurance Option Pak B

Employees who elect this beneﬁt must provide documentation of proof of medical coverage during the open enrollment period, or at the time of hire, from another source to the district's beneﬁts department in order to receive this beneﬁt.

It is further understood that “another source” as referenced in Article XXV, Section E shall be deﬁned as a source other than Lake Orion Community Schools funded and provided health care coverage. This shall make all employees covered under the collective bargaining agreement between the Lake Orion Community Schools and the Lake Orion Education Association MEA/NEA hired after July 1, 2018, and are a dependent receiving health care coverage under someone receiving health beneﬁts provided and funded by the Lake Orion Community Schools ineligible for the cash-in lieu beneﬁt.

It is further understood a onetime exception for any individual hired between August 1, 2021 and March 1, 2022 and were receiving health care beneﬁts provided by Lake Orion Community Schools as a dependent will qualify for the cash-in lieu beneﬁt for the eligibility period for which they were employed between the dates of August 1, 2021 and March 1, 2022 only. Individuals who meet this criteria shall not receive the cash-in lieu beneﬁt after March 1, 2022 so long as they are a dependent on receiving health care coverage funded and provided by Lake Orion Community Schools.

Date 3-10-22

For the Association

For the District

Date 3-10-22