

**EAST LANSING PUBLIC SCHOOLS
RESOLUTION TO COMPLY WITH PUBLIC ACT 152 OF 2011**

East Lansing Public Schools, Ingham and Clinton Counties, Michigan (the "District").

A regular meeting of the Board of Education (the "Board") of the District was held in the MacDonal Middle School Auditorium at 1601 Burcham Drive, East Lansing, Michigan, on the 14th day of October 2025, at 7:00 p.m.

The meeting was called to order at ___ o'clock, p.m., by _____.

Members Present:

Members Absent:

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS:

1. Public Act 152 of 2011 (the "Act"), commonly referred to as the Publicly Funded Health Insurance Contribution Act, became effective on September 27, 2011, and limits the monetary expenditures which the District may make towards the cost of employee medical benefit plans.
2. Section 4 of the Act allows the Board to comply with the requirements of the Act by paying not more than 80% of the total annual costs of all medical benefit plans that the District offers or contributes to for its eligible employees (and their eligible dependents), including the premium or illustrative rates of the medical benefit plans, as well as all employer payments for reimbursement of co-pays, deductibles, and payments into health savings accounts, flexible spending accounts, or similar accounts used for health care, instead of paying the specific monetary limitations (*i.e.*, "hard caps") described in Section 3 of the Act.
3. The District offers or contributes to one or more such medical benefits plans for its qualifying employees through insurance policies/contracts between the District and one (1) or more companies or providers.
4. The Board has determined that it is in the District's best interest to comply with Section 4 of the Act for medical benefit plans beginning on or after December 31, 2025 by paying not more than 80% of the total annual costs of all of the medical benefit plans that it offers or contributes to for its eligible employees (and their eligible dependents) as an alternative to compliance with Section 3 of the Act.
5. The Board recognizes its statutory obligation to bargain in good faith about health care benefits with those labor organizations that represent District employees.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The District declares that for medical benefit plan coverage years beginning on or after December 31, 2025, and through December 31, 2026, it shall comply with the Publicly Funded Health Insurance Contribution Act by limiting its payment for employee medical benefit plans to not more than 80% of the total annual costs of all medical benefit plans that it offers or contributes to for its eligible employees (and their eligible dependents), leaving payment responsibility for the remaining amount to the participating employees.
2. The District reserves the right to allocate the employee's share of those total annual costs of the medical benefit plans among District employees as the District sees fit.
3. This resolution's expiration date of December 31, 2026, shall not be interpreted to restrict or otherwise limit any subsequent action of the Board to elect to implement the specific monetary limitations (*i.e.*, "hard caps") described in Section 3 of the Act, or to take any other lawful action related to the medical benefit plans that it offers or contributes to for its employees. Unless this Board further extends its decision to comply with the Act by

establishing the 80% contribution as permitted in Section 4 of the Act, the requirements of Section 3 of the Act shall become effective on January 1, 2027.

4. The Board will continue to bargain in good faith about health care benefits with those labor organizations that represent District employees.

5. The President and Secretary of the Board are authorized and directed to execute any and all documents which are necessary for the District to comply with the Act and to implement this resolution.

6. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are rescinded.

Ayes:

Nays:

Resolution declared adopted.

Secretary, Board of Education

The undersigned, duly qualified and acting Secretary of the Board of Education of the East Lansing Public Schools, Ingham and Clinton Counties, Michigan, certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on October 14, 2025, the original of which is part of the Board's minutes. The undersigned certifies that notice of the meeting was given to the public pursuant to the provisions of the Michigan Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education