

**March 11, 2026 Board Recommendation: Level III Grievance Response:** (following hearing)

Grievant A and Grievant B's joint grievance is denied. ISD 507 is not in violation of the 2023-2025 contract under which both parties retired.

An employee who qualifies at retirement is guaranteed the two options at the date of retirement. They are notified of open enrollment annually (December) and may elect to modify their current plan during that period based on the options available upon retirement date.

Grievant A.

1. Grievant A does not have standing in this grievance because she was not eligible under article XVII Severance to receive severance under the 2023-2025 contract that she retired.
2. Grievant A is eligible to receive the premium single coverage up to a maximum of \$11,200 per year until Grievant A is eligible for Medicare as agreed in the **MUTUAL TERMINATION AND RELEASE AGREEMENT**, dated September 17, 2025. Upon open enrollment, Grievant A, elected to move to the HSA single premium coverage which is \$642.18 per month at time of retirement . There is no provision to increase the coverage by 5% each year based on the **MUTUAL TERMINATION AND RELEASE AGREEMENT**.

Grievant B

1. Grievant B- Severance: Grievant B did receive \$6,798.10 on August 29, 2025 toward his 2025-2026 severance payment of \$5000 annually. NEA has agreed to waive the timeline for further grievances pending the district's ability to enroll Grievant B into the MSRS for his annual \$5000 contribution until eligibility for medicare.
2. Grievant B's health and hospitalization benefits for teachers who meet **Article XVII Severance Pay** eligibility requirements shall continue to be provided according to the Agreement provisions that were in place at the time the teacher retired.

#### *ARTICLE VIII INSURANCE*

*Section 1. Health Coverage 2024-2025: The School District shall offer for each full time teacher employed by the School District, health and hospitalization insurance subject to carrier eligibility policies. The School District shall pay **up to \$920** per month toward single coverage or full single coverage **up to \$920** per month toward family coverage, for each full time teacher employed by the School District.*

Grievant B chose the Advantage High Single Premium of \$920 month district contribution at the time of retirement. Grievant B changed to the HSA Single Premium of \$642.18, December 2025 during open enrollment. The district will pay the revised chosen single premium rate of \$642.18 with a 5% increase each year up to the age of medicare eligibility.