

LETTER OF AGREEMENT  
Between  
Whiteford Agricultural Schools  
And the  
Whiteford Education Association (WEA)

This Letter of Agreement is entered into this 24 day of July 2025 between Whiteford Agricultural Schools, referred to as the "School District" and the Whiteford Education Association, referred to as the "Association".

In consideration of the mutual covenants hereinafter set forth, the School District and the Association agree to amend the current Master Agreement dated August 1, 2025 - July 31, 2026, with the following regarding cash-in-lieu:

**PLAN B - Cash-in-Lieu:** For employees participating in cash-in-lieu at ~~June 30, 2025~~ **July 31, 2025**, \$643.18 per month (\$7,718.26 annually; 2025 single subscriber "hard cap" rate) shall be contributed on behalf of the employee upon the employee completing application toward other options provided in this contract on the conditions that: (1) If the employee voluntarily and in writing opts out of the health benefit coverage available under Plan A; and (2) provides documentation to the Board that the employee has other health coverage that meets the minimum value and coverage requirements of the Affordable Care Act. The employee shall be eligible for Plan B (i.e., dental, vision, life insurance and cash-in-lieu benefit).

For employees participating in cash-in-lieu after ~~June 30, 2025~~ **July 31, 2025**, \$450 per month (\$5,400 annually) shall be contributed on behalf of the employee upon the employee completing application toward other options provided in this contract on the conditions that: (1) If the employee voluntarily and in writing opts out of the health benefit coverage available under Plan A; and (2) provides documentation to the Board that the employee has other health coverage that meets the minimum value and coverage requirements of the Affordable Care Act. The employee shall be eligible for Plan B (i.e., dental, vision, life insurance and cash-in-lieu benefit).

Both parties also agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. This letter of agreement will expire on June 30, 2026 and will be subject to future contract negotiations beyond June 30, 2026.

Whiteford Agricultural School District

By: \_\_\_\_\_

Scott L. Huard, Superintendent

Date: \_\_\_\_\_

7/24/25

Whiteford Education Association

By: \_\_\_\_\_

Jim Ross, President

Date: \_\_\_\_\_

7/24/25