

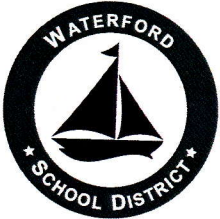
KURZMAN ADMINISTRATION SERVICES

CRARY CAMPUS

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January 11, 2018

Dear Waterford Staff-

By now, you've all heard about the 3% Healthcare refunds you'll be receiving soon. The Michigan Supreme Court recently ruled that money needs to be returned to employees.

Does the refund apply to you? If you worked for Waterford School District any time between July 2010 and September 2012, yes, this applies to you. If you worked for another school district during that time, or were split between different districts during that time, those districts will be contacting you regarding your refund.

Yesterday, we received a list of recipients for the 3% Healthcare refunds from ORS and have been told they will be refunding the entire amount to the District by January 22nd through our state aid. With that being said, it will take us some time to get final guidance on how to properly refund those amounts. There are a number of complicating factors we have to figure out like taxation, locating staff who retired or resigned, deceased staff, disbursement of funds, etc. The IRS portion is so complicated it's in the court system right now trying to be finalized. Once we get direction from the IRS and have a final plan, we will communicate it through another email and on the District's website.

We know your number one questions is: when do I get my money? It is our goal to get the refunds out to you as quickly as possible. (Remember, those processing the refunds also are getting one. So, they want it quickly, too.)

In the meantime, I would suggest doing the following:

- Go on the wsdemp.waterford.k12.mi.us web site and ensure that the address on your current pay stub is correct. If it isn't, contact HR.
- Refer to this link (<https://www.michigan.gov/orsschools/0,4653,7-206-36609-456119--,00.html>) to FAQs related to the 3% Healthcare Contributions.

I don't know about you, but I never thought we were going to see this money. So, this is great news! The excitement about the news needs to be tempered knowing the rules on how we distribute it have not been decided by the state or IRS. Just give us a little bit of time while those things are figured out. Once they are, we'll make the refund distributions.

Sincerely,

Keith D. Wunderlich, Ed.D.
Superintendent