



NOTICE OF VACANCY

M 21-25-26

POSITION:	Insurance Strategy & Development Consultant	LOCATION:	MEA Headquarters
RESPONSIBLE TO:	Executive Director – Center for Leadership and Learning	SALARY RANGE:	Per MEA-PSA/USO Contract
SCHEDULE:	244 Work Days	16 paid holidays and comprehensive benefits package	
POSTING DATE:	March 5, 2026	DEADLINE:	March 18, 2026
RESIDENCY REQUIREMENT: PSA bargaining unit members must reside within the State of Michigan or within location outside of Michigan that is less than one-hundred twenty-five (125) miles from the designated from the designated MEA office. If the employee’s residence is outside of Michigan, the employee must meet the following additional requirements:			
<ol style="list-style-type: none">1. The employee’s residence must be located in a state that has reciprocity agreements with Michigan regarding taxes, worker’s compensation, unemployment insurance, and compliance with the Fair Labor Standards Act (FLSA).2. The employee is responsible for ensuring compliance with applicable residency, tax, and employment laws in their state residence.			

ABOUT MEA

The Michigan Education Association (MEA) is committed to advancing public education professions, building a fully engaged membership, securing a pro-public education legislative agenda, advancing educational equity regardless of where a child lives, and prioritizing high-quality public-education as a fundamental right. MEA’s mission is to protect, advocate, and advance the rights of all education professionals which promotes a quality education for all students. MEA represents about 120,000 educators including teachers, counselors, social workers, school nurses, education support professionals in our P/K-12 through our colleges and universities, higher-education faculty, retired members as well as aspiring educators at the high school and collegiate level throughout the state.

MEA is part of a family of companies, which also includes the Michigan Education Special Services Association (MESSA), MEA Financial Services (MEAFS) and our Staff Retirement Plan Board (SRP). In addition, a majority of employees of MEA, MESSA and MEAFS are unionized and members of seven internal staff unions.

GENERAL SCOPE OF RESPONSIBILITY:

To promote MESSA benefit programs to current and potential members within the MEA. To act as a consultant regarding benefits to MEA UniServ staff, MEA leaders, including local association leaders, MESSA Field Representatives, and others, to ensure the development and implementation of strategies to successfully secure MESSA benefits coverage for MEA members.

QUALIFICATIONS

- Extensive experience as a UniServ Director with the Michigan Education Association;
- Significant experience and demonstrated effectiveness in crisis bargaining regarding insurance issues;
- Understanding of MESSA policies and underwriting guidelines
- Significant and recent experience with insurance bargaining issues with emphasis on PA 106, PA 152, and HB 6058 compliance;
- Working knowledge of bargaining issues related to Federal legislation, including the Affordable Care Act, including employer pay or play, minimum essential coverage, and exchanges or marketplaces;
- Ability to develop significant strategies around insurance issues, and communicate those strategies effectively to staff, leaders, and management;
- Effective, tactful, and courteous communicator;
- Ability to maintain a positive attitude and respond to changing priorities and processes;
- Excellent interpersonal skills and the ability to work within cross-functional teams;
- Motivated and goal-oriented individual with strong leadership experience;
- Strong presentation skills;
- Must possess a valid driver's license.

CANDIDATE PROFILE

This candidate will possess the following qualities and characteristics:

- Lead by example
- Confidential
- Authentic
- Honest
- Great listening skills
- Empathetic
- Collaborative leadership
- Leads with integrity
- Respectful and inclusive in a diverse environment
- Problem solving skills
- Organized
- Ethical
- Approachable
- Knowledgeable
- Great people skills
- Relationship-building skills
- Strong interpersonal skills
- Well-spoken
- Positive demeanor
- Highly motivated
- Reliable

ASSIGNED DUTIES:

Provide input to MESSA and facilitate discussion between MEA and MESSA concerning new insurance concepts and products, including new state and federal statutory requirements that may impact the bargaining of benefits for MEA members;

Assist with project management of MESSA/MEA initiatives and programs.

Consult with MESSA on legislative issues and advise MEA Leadership and Lobbyists on legislative priorities and concerns.

Assist in the development of recommendations and implementation of strategies to reacquire lost groups, retain existing MESSA groups, and acquire new groups;

Monitor all insurance issues in MEA-affiliated groups statewide, in particular in crisis situations, and recommend strategies to assist local associations;

Facilitate the involvement of MESSA representatives when bargaining goals and guidelines are established;

Attend and report at monthly meetings with MEA and MESSA management;

Support, assist, and advise UniServ Directors, Executive Directors, bargaining teams, and local leaders with negotiating health insurance.

Attend all necessary meetings, such as MESSA Policy Advisory, SBSIT, and Long-Range Bargaining Committee meetings, and provide information regarding the status of benefits statewide, with particular emphasis on the implementation of MESSA programs.

Develop, disseminate, and train staff and local leaders on MEA benefits prototype contract language;

Develop skills and strategy training (public relations, community organizing, bargaining, etc.) designed to respond specifically and effectively to attacks on MESSA benefit programs and to secure MESSA coverage for members of the MEA;

In coordination with MESSA, develop and provide training on insurance with emphasis on bargaining MESSA benefit programs at MEA Conferences.

Advise and support Health Insurance Consortia and Area Purchasing Agreements (APA's).

Help organize and support UD's and MESSA Representatives in forming consortia and APAs.

Regularly send status reports to the MEA Board.

APPLICATION: Please email a resume or CV that demonstrates your accomplishments and qualifications to jobpostings@mea.org. In addition, please include an employment application, which can be found on the MEA website at www.mea.org.