

**VEBA MEMORANDUM OF UNDERSTANDING**

**Between**

**Northshore School District And**

***Northshore School Education Association (NSEA)***

The NORTSHORE SCHOOL DISTRICT has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Benefit Association Trust for Public Employees in the State of Washington (collectively the "Plans"): the **Standard HRA Plan**, which shall be integrated with the Employer's or another qualified group health plan and to which the Employer shall remit contributions only on behalf of eligible employees who are enrolled in or covered by such qualified group health plan and any other contributions that may be permitted under applicable law from time to time; and the **Post-separation HRA Plan** to which the Employer may remit contributions on behalf of eligible employees, including eligible employees who are not enrolled in or covered by the Employer's or another qualified group health plan, and which shall provide benefits only after a participant separates from service or retires. Employer agrees to contribute to the Plans on behalf of all employees in the above-named bargaining group defined as eligible to participate in the Plans. Each eligible employee must submit a completed and signed Enrollment Form to become an eligible participant and become eligible for benefits under the Plans.

**Contributions on behalf of each eligible employee shall be based on the following selected funding sources/formulas:**

**Sick Leave Contributions - Annual:** Eligibility for contributions on an annual basis is limited to employees who have accumulated 180 days of unused sick leave. To be eligible during the term of this agreement, an employee must have earned at least 180 days of unused sick leave as of the effective date, not including any front loaded days.

**Sick Leave Contributions – Retirement or Separation From Service:** Eligibility for contributions at retirement or separation from service is limited to employees who retire or separate from service with sick leave cash-out rights during the term of this agreement, and excess sick leave shall be defined as the sick leave days accruing to the credit of such employee during the term of this agreement.

**Note:** All sick leave cash out contributions on behalf of each eligible employee shall be based on the cash-out value of leave days or hours accrued by such employee available for contribution in accordance with State statutes and District policy or procedure. For sick leave cash-outs, it is understood that all eligible employees will be required to sign and submit to the District a Hold Harmless Agreement complying with RCW 28A.400.210. If an employee eligible for such sick leave contribution fails to sign and submit such agreement to the District, the District will not make sick leave cash-out contributions to The Plan at any time during the term of this agreement, and any and all excess sick leave which, in the absence of this agreement, would accrue to such employee during the term hereof shall be forfeited together with all cash rights that pertain to such excess sick leave.

The term of this agreement shall be from ***September 1, 2022 to August 31, 2023.***

*Timothy G. Brittell*  
Timothy G. Brittell (Dec 1, 2022 11:22 PST)

***Tim Brittell, President***  
Northshore Education Association

Dec 1, 2022

Date

*Douglas Hale*  
Douglas Hale (Dec 1, 2022 11:22 PST)

***Douglas K. Hale, Executive Director of Human Resources***  
Northshore School District #417

Dec 1, 2022

Date