MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, MOUNT ADAMS CHAPTER AND THE MOUNT ADAMS SCHOOL DISTRICT #209. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII SECTION 18.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The following agreement has been entered into during school year, September 1, 2015 - August 31, 2016, The District and Association agree to the following provisions in order to make a good faith effort to comply with 2012 Washington Law (ESSB 5940).

1. At least one qualified high-deductible health plan (HDHP) and health savings account (HSA). The employee can contribute to the HSA account to the federal maximum amount, individual three thousand three hundred fifty dollars ($3,350.00) and family six thousand six hundred fifty dollars ($6,650.00) for 2014 and January 1, 2016 three thousand three hundred fifty dollars ($3,350.00) for individual and six thousand seven hundred fifty dollars ($6,750.00) for family. Should the employee choose the high deductible plan they have will not be able to utilize the Flex 125 or VEBA plans for out of pocket medical costs.

2. Employees who elect medical coverage must pay a minimum out of pocket premium, Based on the formula below:
   - Plan Premium X five percent (5%) = minimum employee monthly out of pocket premium.

3. The dollar amount collected from number two (2) above will be placed into the insurance pool for out of pocket premium costs for eligible employees. Eligible employees are defined as employees with premium costs above five percent (5%).

4. Both parties agree to meet on or before May 1, 2016 to either extend or amend this MOU for an additional year.

5. The above insurance deduction will begin in the December 2015 payroll.

This Memorandum of Understanding shall be in effect September 1, 2015 and shall remain in effect until August 31, 2016.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948

MOUNT ADAMS CHAPTER
BY: Dianne L. Race
Dianne Rice, Chapter President

DATE: Oct. 16, 2015

MOUNT ADAMS SCHOOL DISTRICT #209
BY: Henry Strom, Superintendent

DATE: 10-14-15

Memorandum of Understanding – Insurance 2015-2016
Mr. Adams PSE/Mt. Adams School District #206

September 1, 2015
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