

MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON /SEIU LOCAL 1948, TONASKET PSE CHAPTER AND THE TONASKET SCHOOL DISTRICT #404. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVII, SECTION 17.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The Parties agree that the following section, as it formerly appeared in the collective bargaining agreement, will remain in full force until December 31, 2019, or until the State Health Care Authority fully implements providing health care benefits to school employees via the School Employee Benefits Board (SEBB). On January 1, 2020, or when SEBB is fully operational, this language will become null and void.

Article XI
Insurance and Retirement

Section 11.1.

The District shall pay the state funded amount per month per FTE on a pooled basis for health benefits. The pool shall include all personnel covered by the PSE contract. A definition of 1,440 payroll hours shall be used for an FTE with no person exceeding one FTE.

Each employee on or before October 1st shall select the coverage option of their choice to be effective for the current year, provided, persons joining District employment after October 1 shall select the plan or coverage option on or before the fifth (5) day of work with such coverage coming into effect upon the first day of the next calendar month.

The District paid monthly premium shall be as follows per employee:

- Annual Offer of Employment Payroll Hours/1,440 x State Funded Amount
- 1,440 Plus Annual Offer of Employment Payroll Hours = State Funded Amount

In the event that the monthly allocated amount for an employee exceeds the monthly premium of the plan and coverage selected, then the amount by which the allocated amount exceeds the premium amount shall go into a pool to be distributed as follows: All pool dollars shall be divided based on insurance FTE among those persons subject to an out-of-pocket deduction.

Section 11.1.1. Mandatory Out-of-Pocket.

Employees who elect medical coverage must pay a minimum out-of-pocket premium. Employees not paying any out-of-pocket costs shall pay one (\$1.00) dollar per month and the out-of-pocket amount will be placed into the insurance pool for out-of-pocket costs for employee spouse, employee child or employee family coverage.



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Section 11.2.

The order of payment for insurance premium costs shall be: First payment shall be toward any mandatory benefit plans, as voted upon by PSE (which could include dental or vision) and the second payment shall be for the premium cost of District/PSE approved medical insurance plans.

Section 11.3. Health Care Authority Carve-Out.

For those employees who qualify for health benefits, the Tonasket School District shall pay one hundred (100%) percent of the Health Care Authority (HCA) carve-out.

This Memorandum of Understanding shall become effective upon signature of both parties and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

TONASKET CHAPTER

TONASKET SCHOOL DISTRICT #404

BY: Joy Timm
Joy Timm, Chapter President

BY: Steve McCullough
Steve McCullough, Superintendent

DATE: 11-19-19

DATE: 11/19/19

