

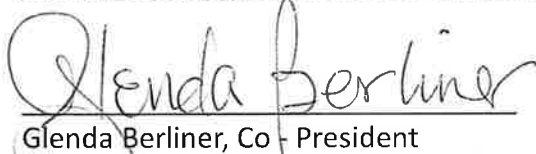
Memorandum of Understanding
Transition of to new School Employees Benefit Board (SEBB) Program

The Vashon Island School District (VISD) and Vashon Education Association (VEA) recognize that the State of Washington is requiring all school employees to participate in the School Employees Benefits Board (SEBB) program, effective January 1, 2020.

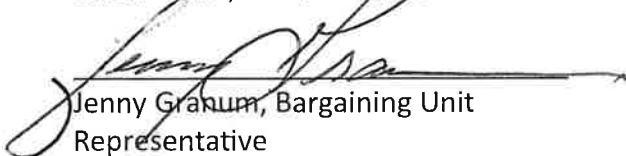
The transition to SEBB will create one-time impacts resulting in the following agreement:

- Premium Holiday: Benefit premium payments for December 2019 coverage shall be withheld from the November salary warrant and paid at the beginning of December. Benefit premium payments for January 2020 coverage shall be withheld from the January salary warrant and paid at the beginning of February 2020. Therefore, in the month of December 2019-employees will not make premium payments.
- If the Healthcare Authority or state legislature provides information that would alter how monies are to be collected or processed during this transition, VISD and VEA agree to meet to review the impacts.
- When an employee eligible for SEBB benefits separates from employment after completion of the employee's full school-year contract obligations, the health care benefits will be effective until August 31 unless the employee chooses to terminate the employment relationship with a specific earlier date, such as retirement. In this case, eligibility for the employer contributions ends the last day of the month in which the school employee's resignation is effective.
- The parties shall continue to monitor and troubleshoot implementation and issues/ambiguities around SEBB benefits through regular District-level labor management meetings.

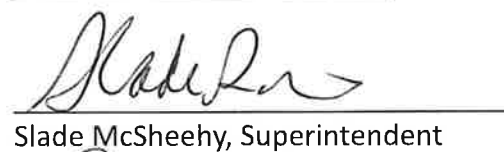
Vashon Education Association Personnel


Glenda Berliner, Co - President


Sarah Hamil, Co - President


Jenny Granum, Bargaining Unit
Representative

Vashon Island School District


Slade McSheehy, Superintendent


Amy Sassara, Director of Human Resources
