

MEMORANDUM OF UNDERSTANDING
Between
EDMONDS SCHOOL DISTRICT NO. 15
and
EDMONDS EDUCATION ASSOCIATION
2018 - 19

This MEMORANDUM OF UNDERSTANDING is supplemental to the 2017-20 AGREEMENT by and between EDMONDS SCHOOL DISTRICT NO. 15 hereinafter referred to as the District, and EDMONDS EDUCATION ASSOCIATION hereinafter referred to as the Association.

The District and Association agree to the following provisions in order to make a good faith effort to comply with 2012 Washington Laws Ch. 3 (ESSB 5940):

1. The provisions of this Memorandum of Agreement (MOU) shall supplement the provisions of the current collective bargaining agreement (CBA), all of which shall remain in full force and effect. If any provision of this MOU conflicts with the current CBA, the provisions of this MOU shall prevail. Any dispute regarding the interpretation or proper implementation of this Memorandum shall be subject to the grievance procedures of the current CBA.
2. To ensure employees selecting richer benefit plans pay the higher premium, and make progress toward the 3:1 ratio goal of full-family to employee-only coverage premiums in ESSB 5940, each employee included in the pooling arrangement within the CBA who elects medical benefit coverage shall pay a minimum out-of-pocket charge by monthly payroll deduction. The minimum monthly charge shall be 1% of the employee-only coverage premium for the plan chosen by the employee. Such minimum monthly charge shall be paid regardless of the impact of pooling.
3. The parties shall abide by State laws relating to school district employee benefits, and this MOU shall be construed consistent with such laws.
4. This MOU shall be effective for the 2018 - 19 school year.

EDMONDS EDUCATION ASSOCIATION

EDMONDS SCHOOL DISTRICT NO. 15

/Andi Nofziger-Meadows/

9/17/18

For the Association

For the District

/Debby L Carter/

9/13/18

Date

Date