

1 MEMORANDUM OF UNDERSTANDING

2
3
4 This Memorandum of Understanding is supplemental to the Collective Bargaining Agreement by and
5 between Edmonds School District #15, hereinafter referred to as the District and Edmonds School
6 District Association of Office Personnel, hereinafter referred to as the Association.
7

8
9 The District and Association agree to the following provisions in order to make a good faith effort to
10 comply with 2012 Washington Laws Ch. 3 (ESSB 5940):
11

- 12 1. The provisions of this Memorandum of Agreement (MOU) shall supplement the provisions of
13 the current collective bargaining agreement (CBA), all of which shall remain in full force and
14 effect. If any provision of this MOU conflicts with the current CBA, the provisions of this
15 MOU shall prevail. Any dispute regarding the interpretation or proper implementation of this
16 Memorandum shall be subject to the grievance procedures of the current CBA.
17
- 18 2. The District shall ask an insurance broker to procure premium quotes for health benefit plans
19 that meet the responsible contracting standards of ESSB 5940 and to document the approach
20 for procuring such quotes. The quotes to be procured and plans offered shall include:
21
 - 22 (a) At least one qualified high-deductible health plan (HDHP) and health savings account
23 (HSA);
24
 - 25 (b) At least one health benefit plan in which the employee share of the premium cost of a full-
26 time employee, regardless of whether the employee chooses employee-only coverage or
27 coverage that includes dependents, does not exceed the premium cost paid by state
28 employees during the 2017 state employee benefits year; and
29
 - 30 (c) Health plans that promote health care innovations and cost savings, and significantly reduce
31 administrative costs.
32
- 33 The quotes procured by the broker shall be reviewed and the choice of plans offered shall be
34 made using the same procedure for selecting health plans as was used in the 2017-18 school
35 year.
36
- 37 3. To ensure employees selecting richer benefit plans pay the higher premium, and make progress
38 toward the 3:1 ratio goal of full-family to employee-only coverage premiums in ESSB 5940,
39 each employee included in the pooling arrangement within the CBA who elects medical benefit
40 coverage shall pay a minimum out-of-pocket charge by monthly payroll deduction. The
41 minimum monthly charge shall be 1% of the employee-only coverage premium for the plan
42 chosen by the employee. Such minimum monthly charge shall be paid regardless of the impact
43 of pooling.
44
- 45 4. The parties shall abide by state laws relating to school district employee benefits, and this
46 MOU shall be construed consistent with such laws.
47

