

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**EDMONDS SCHOOL DISTRICT NO. 15**  
**and**  
**EDMONDS MANAGERS' 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 MANAGERS' ASSOCIATION, hereinafter referred to as EMA.

The District and EMA 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 Memorandum of Understanding (MOU), all of which shall remain in full force and effect. If any provision of this Memorandum conflicts with the current MOU, the provisions of this Memorandum shall prevail.
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 MOU who elects medical benefit coverage shall pay a minimum out-of-pocket charge by monthly payroll deduction. The minimum monthly charge shall be one percent (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.

/Chris Bailey/

11/1/18

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For the Association

\_\_\_\_\_  
Date

/Joy Castillo/

11/1/18

\_\_\_\_\_  
For the Association

\_\_\_\_\_  
Date

/Debby L Carter/

11/1/18

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For the District

\_\_\_\_\_  
Date