

MEMORANDUM OF UNDERSTANDING
By and Between
RENTON SCHOOL DISTRICT (RSD)
And
RENTON EDUCATION ASSOCIATION (REA)
Regarding
Transition to School Employees Benefits Board, Insurance Premium Payments and Pooling
Distribution(s)

We, the undersigned, on behalf of RSD and REA agree as follows:

1. This MOU shall replace all of Article XIII, Section 13.20, Benefits, in the REA/RSD Collective Bargaining Agreement, 2019-2022.
2. Effective January 1, 2020 the District will be required to provide health insurance and other benefits including, but not limited to; Dependent Care Assistance Program, life insurance and accidental death and dismemberment insurance, long-term disability insurance and Medical Flexible Spending Arrangement to all employees through the School Employees Benefits Board (SEBB). The District will comply with the SEBB requirements as set out in state law and Health Care Authority (HCA) rules and regulations, these include but are not limited to the following: Eligibility requirements; Plan offerings, premium rates and employee contributions and District payments for employer contribution(s).
3. All current employees who are anticipated to work 630 hours in a school year, which averages 3.5 hours per day over 180 days, are eligible for benefits. Any employee who worked 630 hours for the Renton School District during the previous school year is automatically eligible for benefits in the current school year. This includes any and all hours worked in the district, including hours as a substitute or coach. The SEBB makes the final determination regarding eligibility.
4. RSD will deduct employee premium payments for insurance provided through the School Employees Benefits Board beginning with the December 2019 payroll.
5. At the conclusion of employment with the District employees will have the option of continuing insurance through the end of the month following the last day of employment or to have that insurance amount cashed out.
6. RSD will distribute \$350.00 to each REA employee employed with the District as of 12/1/2019. This payment will be made in the June payroll.
7. Employees new to the District shall have the option of spreading the September insurance premium over time, starting with the October payroll, at the rate of \$150 (or less if less is due), until such time as the full premium is paid, ending no later than the August payroll of that school year.
8. The District will continue the practice of deducting employee premium payments one (1) month in advance. When employees eligible for benefits, separate from employment after completion of the employee's full contract obligation, the separation date will be effective August 31.
9. If the Washington State Legislature changes provisions of the SEBB to allow for changes in employer

contributions towards elective benefits or makes significant changes to the insurance coverage provisions, either party can reopen this agreement for negotiation over the changes to the extent permitted by law.

10. The District shall apply the full state health and welfare insurance allocation, which includes the HCA retiree subsidy charge.
11. The mutually agreed upon insurance programs for optional benefits are:
 - Long Term Care Insurance
 - Cancer Insurance
12. This agreement resolves all issues related to the transition to the SEBB, scheduling of employee insurance premium payments and distribution of the REA pooling funds for 2019-2020.

/s/ L. Taylor Launie Taylor
For the District

/s/ M. McLaughlin Mary P. McLaughlin
For the Association

/s/ 6/15/2020
Date

/s/ 6/15/2020
Date