

FEB 13 2023

Memo of Understanding
Participation within VEBA at Retirement
Public School Employees of Auburn/Transportation

Auburn School District No. 408 ("Employer") has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Benefit Association Trust for Public Employees in the State of Washington (collectively the "Plans"): the Standard HRA Plan, which shall be integrated with the Employer's group medical plan and to which the Employer shall remit contributions only on behalf of eligible employees who are enrolled in or covered by the Employer's group medical plan; and the Post-separation HRA Plan to which the Employer may remit contributions on behalf of eligible employees, including eligible employees who are not enrolled in or covered by the Employer's group medical plan, and which shall provide benefits only after a participant separates from service or retires. Employer agrees to contribute to the Plans on behalf of all employees in the **Public School Employees of Auburn/Transportation** ("Group") defined as eligible to participate in the Plans. Each eligible employee must submit a completed and signed Enrollment Form to become an eligible participant and become eligible for benefits under the Plans.


Sick Leave Contributions - Retirement or Separation from Service:


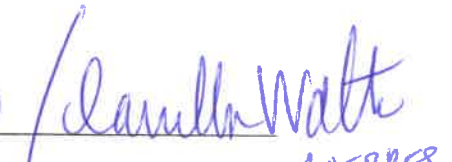
Eligibility for contributions at retirement or separation from service is limited to employees who retire or separate from service with leave cash-out rights during the term of this agreement.

It is agreed between the parties that at the time of separation from school district employment due to retirement, an eligible employee will receive non-monetary remuneration at a rate equal to one (1) day's current monetary compensation of the employee for each four (4) full days accrued leave for illness or injury up to a maximum of one hundred eighty (180) days in the form of post-retirement medical benefits consistent with the terms and conditions of participation within VEBA.

Should the legislature revoke any benefits granted under this section, no affected employee shall be entitled thereafter to receive such benefits as a matter of contractual right.

It is understood that the terms of this letter of agreement are applicable for the 2022-23 school work year only commencing with the effective date below.


Auburn School District

 / 
Public School Employees of Auburn/Transportation CO-PPES

2/15/23
Date

February 7th, 2023
Date