

**Memo of Understanding
Between Coupeville School District and Coupeville Education Association
Regarding Transition to SEBB**

As of January 1, 2020, the District will provide health benefits as prescribed by state law and administered by the Health Care Authority and the SEB Board for the remainder of the 2019-20 school year and thereafter.

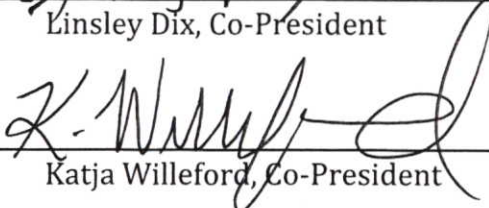
In the transition period between November 30, 2019 and January 1, 2020, the parties agree to the following:

1. Consistent with CEA CBA Article VIII, for the November 30, 2019 pay period for benefit coverage for the month of December, the District will contribute 100% of the state insurance benefit allocation on behalf of employees. In addition, the District agrees to contribute \$54.00 per CEA FTE into the CEA group benefit pool to help offset employee premium costs to the full extent of the pool.
2. Benefit premiums as of January 1, 2020 shall be withheld from the January 31, 2020 salary warrant.
3. For the December 31, 2019 pay period, no premium payments, either employer or employee, shall be paid or deducted.
4. For the December 31, 2019 pay period only, the District agrees to make a one-time contribution to each employee's Voluntary Employees Beneficiary Association (VEBA) account of \$127.00.
5. In April 2020, each employee shall receive a one-time deposit of \$432.00 into their VEBA account.
6. Employees currently covered by the Qualified High Deductible Medical Plan may make a final contribution up to the annual maximum allowable from their December 31, 2019 salary warrant provided they notify Payroll by December 5, 2019.
7. The final payment of voluntary benefits such as cancer, life, short- and long-term disability insurances, etc., will be deducted from employee's December 31, 2019. Employees may choose supplemental voluntary benefits from SEBB or contact their current carriers to continue to self-pay without payroll deduction.

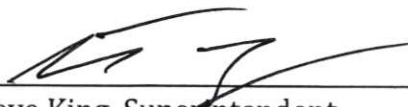
Dated this 30th day of October, 2019.

Coupeville Education Association

By: 
Linsley Dix, Co-President

By: 
Katja Willeford, Co-President

Coupeville School District #204

By: 
Steve King, Superintendent