Sharing Health Care Contributions
SEBB does not allow for dual coverage within SEBB. Spouses/domestic partners who are both employees of the District may choose to enroll both employees for medical coverage under one (1) SEBB account along with medical and required benefits for their dependents. However, each employee must register for dental, vision and other required benefits under their own SEBB account.

Health Care Authority (HCA)
The Health Care Authority contribution will be paid in full by the district through December of 2019. Starting in January of 2020, the HCA contributions will be paid in full by the district SEBB remittance.

Ineligibility
If the District does not anticipate an employee will be eligible, they must notify the employee as per all SEBB rules and laws. The District will not deny or limit an employee’s work hours for the purpose of preventing SEBB benefit eligibility.

Section 12.23. VEBA Contribution.
In the February payroll processing the District agrees to allocate the balance of unused pool allotment as a contribution to an individual employee VEBA account for each SEBB eligible employee by December 31st based on (unused pool/unit total SEBB eligible FTE) x employee FTE percentage = contribution to employee VEBA account. VEBA will be bargained with Schedule A in the spring of 2020.

This Letter of Agreement shall become effective on September 1, 2019 and shall remain in effect until August 31, 2021, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON / SEIU LOCAL 1948
KENNEWICK PARAEDUCATORS/CASHIERS

BY: Devon Mabry, Co-Chapter President
DATE: Jan 9, 2020

BY: Brandy Strait, Co-Chapter President
DATE: Jan 10, 2020

KENNEWICK SCHOOL DISTRICT #17

BY: Toni Neihold, HR Director
DATE: 1/10/20
Eligibility

- SEBB health care plans are available for individual employees who work a minimum of 630 hours or are anticipated to work 630 hours or more in school year (September 1 – August 31).

Programs

The regionally accessible health care programs provided by SEBB carriers will be available to employees and will include:

**REQUIRED (100% covered premium)**

- Vision
- Dental
- Basic Life
- Long Term Disability
- AD&D Insurance

Voluntary

- SEBB medical plans

Other Benefits

Flexible Spending Arrangement, Medical Flex, Savings Accounts, Dependent Care Assistance and other voluntary employee paid SEBB programs will be available to employees under terms as determined by SEBB. The District will provide access to an Employee Assistance Program at no cost to the employee. Other Non-SEBB programs are available to employees but are not funded from the amount provided by the District.

The District and Association will mutually determine non-SEBB voluntary plans. These plans may not be implemented without prior written agreement of the District and Association. A list of the programs eligible for payroll deduction is available at the District payroll office.

Enrollment Period

Enrollment period will be from October 1st to November 15th or as otherwise set by SEBB. When the enrollment ends, no insurance options may be added or deleted during the contract year except for changes in family status or job status. If an employee fails to enroll within the open enrollment period the employee will be placed on the default medical, dental and vision plans as determined by SEBB.

If an employee is hired after the open enrollment period, he or she may enroll in approved plans prior to the first day of the following month. If the employees fails to enroll, they will be placed in a default medical, dental and vision plans as determined by SEBB. Coverage will begin the first day of the month following the date of hire.

Termination of Benefits

For employees who resign their position but are employed through the last workday of the school year, their resignation will be deemed effective on August 31st and their SEBB benefits will continue to that date. When resignation/termination takes places during the school year, the employee’s SEBB benefits will continue to the last day of the month in which resignation/terminations occurs.
that can be obtained through the District, or other training as certified by OSPI. Clock hours must be certified prior to taking the course.

4. Optional certificates in SPED (20 hours) and ELL (20 hours) may also be earned. The hours earned for optional certificates may also count toward the required certificate.

5. For the 2019-20 school year fourteen (14) hours of training is budgeted by the State and therefore, will be the only training provided by the District or the District’s designee.

6. The District is responsible for providing required training. Paraeducators will receive pay for any time in training that is outside of the normal workday.

Paraeducator Responsibilities
Each Paraeducator is responsible to do the following:

1. Register for courses provided by the District or its designee, in District approved registration process.

2. Maintain course completion documentation as directed by the District.

3. Complete fourteen (14) hours of OSPI approved clock hours by August 31, 2020.

4. Note that failure to meet the requirement of attending fourteen (14) hours of training may lead to termination of employment. However, the District recognizes that scheduling and limiting attendance at each training may impact the employee’s ability to complete training. Therefore, if employees fail to meet qualifications, the District and PSE will address each employee on a case-by-case basis.

District Responsibilities
The District will be responsible to do the following:

1. Schedule trainings that meet the requirements of PESB and fourteen (14) hours in the Fundamental Course of Study.

2. Provide a process for registration and maintenance of clock hour records, and to provide instructions/documentation to Paraeducators on all processes and requirements.

3. Provide multiple opportunities for all Paraeducators to obtain fourteen (14) hours of clock hour training in the Fundamental Course of Study during the 2019-20 school year, including training in August of 2020, within the two weeks prior to the start of school.

Each employee shall be paid his or her current hourly rate of pay for all required trainings. These trainings will occur on: professional development days, early release days and conference days. Trainings will need to be completed no later than the last day of school unless otherwise agreed upon between the Association and District.

Section 12.22. SEBB.
Beginning January 1, 2020, and each year thereafter the parties agree to abide by the provisions of ESHB 1109 which has mandated the creation of the School Employees Benefit Board (SEBB). The employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding for all bargaining unit members and their dependents as required by State law, the State Operating Budget, and the School Employees’ Benefits’ Board (SEBB). Inclusive of employer funding will be payment of the retiree carve-out for all eligible employees.

The parties acknowledge that Sections:12.2, 12.3., 12.4., 12.8., 12.9., 12.10., 12.11., 12.12., 12.13., 12.14., and 12.15., sunsets with the implementation of the SEBB. The parties also acknowledge that there will continue to be unanticipated impacts as SEBB is implemented. The parties agree to meet and confer about the impacts of the implementation of SEBB through Labor Management.

Letter of Agreement (SEBB and Para Requirements)
Kennewick Para educators/Cashiers/LPN’s
Kennewick School District #17
LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, KENNEWICK PARAEDUCATORS/CASHIERS CHAPTER AND KENNEWICK SCHOOL DISTRICT #17. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.1 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. The Following Sections shall be added to the Collective Bargaining Agreement:

Section 14.5. Minimum Employment Requirements for Paraeducators.
Paraeducators will be defined as a classified public school or school district employee who works under the supervision of a certified or licensed staff member, from kindergarten to 12th grade to support and assist in providing instructional and other services to students and their families, including library assistant excluding bus monitors, lunchroom aides and community service aides. (WAC 179-01-020).

Effective September 1, 2019 all paraeducators must meet the following minimum requirements per RCW 28A.413.040:

1. Be at least eighteen (18) year of age and hold a high school diploma or its equivalent; and
2. (a) Have received a passing grade on the education testing service paraeducator assessment; or
   (b) Hold an associate of arts degree; or
   (c) Have earned seventy-two (72) quarter credits or forty-eight (48) semester credits at an institution or higher education or
   (d) Have completed a registered apprenticeship program.

Section 14.6.
The Paraeducator Standards Board (PESB) and the State of Washington have determined that all Paraeducators must begin a formal and State approved certification process beginning with the 2019-20 school year.

The certification requirements are as follows:

1. It is a Washington State requirement that all Paraeducators must be certified in the Fundamental Course of Study (FCS) by the end of the 2020-21 school year. Cashiers are not required to complete the FCS or any other coursework, unless the cashier is also working as a classroom Paraeducator.
2. The PESB has outlined the requirements for twenty-eight (28) hours of training that the District is required to provide for all current paraeducators by the end of the 2021-22 school year. Paraeducators hired after Sept 1, 2019 will have two (2) years from the date of hire to complete these requirements.
3. In addition, each Paraeducator must complete a Paraeducator Certificate within three years of employment for newly hired employees. Current employees must complete the Certificate by the end of the 2022-23 school year. This certificate requires an additional seventy (70) hours of training.