

1 **LETTER OF AGREEMENT**

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4 THE PURPOSE OF THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING
5 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL
6 1948, KENNEWICK ASSOCIATION OF EDUCATIONAL SECRETARIES CHAPTER AND THE
7 KENNEWICK SCHOOL DISTRICT #17 PURSUANT TO ARTICLE XXIV, SECTION 24.1. OF
8 THE CURRENT COLLECTIVE BARGAINING AGREEMENT.
9

- 10 1. The parties agree that Schedule A is amended and attached for years 2019-2020, 2020-2021 and
11 2021-2022.
12
13 2. The following sections shall be added to the Collective Bargaining Agreement:
14

15 **Section 18.12. SEBB.**

16 Beginning January 1, 2020, and each year thereafter the parties agree to abide by the provisions of
17 ESHB 1109 which has mandated the creation of the School Employees Benefit Board (SEBB). The
18 employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding
19 for all bargaining unit members and their dependents as required by State law, the State Operating
20 Budget, and the School Employees' Benefits' Board (SEBB). Inclusive of employer funding will be
21 payment of the retiree carve-out for all eligible employees.
22

23 The parties acknowledge that Sections:18.2., 18.3., 18.4., 18.5., 18.6., 18.7., 18.8., and 18.9. regarding
24 employee health care coverage sunsets with the implementation of SEBB. The parties also
25 acknowledge that there will continue to be unanticipated impacts as SEBB is implemented. The
26 parties agree to meet and confer about the impacts of the implementation of SEBB through Labor
27 Management.
28

29 **Eligibility:**

- 30 • SEBB health care plans are available for individual employees who work a minimum of 630
31 hours or are anticipated to work 630 hours or more in a school year (September 1st through
32 August 31st).
33

34 **Programs:**

35 The regionally accessible health care programs provided by SEBB carriers will be available to
36 employees and will include:
37

38 **Required (100% covered premium)**

- 39 • Vision
40 • Dental
41 • Basic Life
42 • Long Term Disability
43 • AD&D Insurance
44

45 **Voluntary**

- 46 • SEBB medical plans



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2 **Other Benefits**

3 Flexible Spending Arrangement, Medical Flex, Health Savings Accounts, Dependent Care
4 Assistance and other voluntary employee paid SEBB programs will be available to employees
5 under terms as determined by SEBB. The District will provide access to an Employee
6 Assistance Program at no cost to the employee. Other Non-SEBB programs are available to
7 employees but are not funded from the amount provided by the District.
8

9 The District and Association will mutually determine non-SEBB voluntary plans. These plans
10 may not be implemented without prior written agreement of the District and Association. A list
11 of the programs eligible for payroll deduction is available at the District payroll office.
12

13 **Enrollment Period**

14 Enrollment period will be from October 1st to November 15th or as otherwise set by SEBB.
15 When the enrollment ends, no insurance options may be added or deleted during the contract
16 year except for changes in family status or job status. If an employee fails to enroll within the
17 open enrollment period the employee will be placed on the default medical, dental and vision
18 plans as determined by SEBB.
19

20 If an employee is hired after the open enrollment period, he or she may enroll in approved plans
21 prior to the first day of the following month. If the employees fails to enroll, they will be placed
22 in a default medical, dental and vision plans as determined by SEBB. Coverage will begin the
23 first day of the month following the date of hire.
24

25 **Termination of Benefits**

26 For employees who resign their position but are employed through the last workday of the
27 school year, their resignation will be deemed effective on August 31st and their SEBB benefits
28 will continue to that date. When resignation/termination takes places during the school year, the
29 employee's SEBB benefits will continue to the last day of the month in which
30 resignation/terminations occurs.
31

32 **Sharing Health Care Contributions**

33 SEBB does not allow for dual coverage within SEBB.
34

35 **Health Care Authority (HCA)**

36 The Health Care Authority contribution will be paid in full by the district through December of 2019.
37 Starting January 1, 2020, the HCA contributions will be paid in full by the district SEBB remittance.
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39 **Ineligibility:**

40 If the District does not anticipate an employee will be eligible, they must notify the employee as per
41 SEBB rules and laws. The District will not deny or limit an employee's work hours for the purpose of
42 preventing SEBB benefit eligibility.
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1 This Letter of Agreement becomes effective September 1, 2019 upon signatures and shall remain in
2 effect until August 31, 2022 and shall be attached to the current Collective Bargaining Agreement.
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6 PUBLIC SCHOOL EMPLOYEES OF
7 WASHINGTON/SEIU LOCAL 1948
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9 KENNEWICK ASSOCIATION OF
10 EDUCATIONAL SECRETARIES CHAPTER

KENNEWICK SCHOOL DISTRICT # 17

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13
14 BY: Melani Tackett
15 Melani Tackett, Chapter President
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18
19 BY: Betsy Dickinson
20 Betsy Dickinson, Classified HR Manager
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DATE: 11-6-19

DATE: 10-29-19

