

MEMORANDUM OF AGREEMENT BETWEEN
MFPE and AFSCME LOCAL UNIONS
AND
KALISPELL PUBLIC SCHOOL DISTRICT

This MOA will address the following:

- A. Long term sustainable insurance plan funding via increased percentage-based contribution beginning July 1, 2020.
- B. Elimination of current insurance plan deficit by June 30, 2021

A. 70/30 Shared Insurance Contribution:

Definition: 70/30 represents a 70% Employer contribution PPEPM and a 30% PPEPM contribution.

11.1 Health and Related Insurance: Effective 7/1/20, the District will contribute to the Health Insurance Fund on behalf of every primary participating employee. The District's and primary participating employees' share of the premium and or increases to the premium will constitute a 70/30 split, respectively. The rates for the plan will be determined based on the number of participating plan members, the plan deficit, and underwriting analysis.

Decisions to change the benefit schedule and/or the deductible portions of the insurance plan, if any, for each year of the duration of this contract must be made prior to May 1 of the subsequent year.

The previously agreed upon \$20 PPEPM District contribution increase and all Me Too clauses related to the health insurance plan are no longer applicable.

11.4 The Insurance Committee is a representational body comprised of the various employee groups participating in the insurance plan. The Insurance Committee will share and gather information regarding health and related insurance items. The Committee shall provide the Board of Trustees and Associations a recommendation(s) for changes. The Board of Trustees is responsible for final decisions related to the health insurance plan including but not limited to plan design and financial decisions.

Committee Structure: The insurance committee will consist of 19 representatives from all four unions (8 KEA, 4 KFCP, 1 Custodial, 1 Maintenance and Grounds), 1 building administrator, and 3 from central administration or the Board of Trustees. Each committee member has a vote. A simple majority of the committee members present will constitute a recommendation. The insurance committee chair will be responsible for reporting to the Board, as necessary.

B. To Resolve the Current Deficit of the Health Plan:

The June 30, 2020 insurance deficit will be resolved by June 30, 2021 and split 70/30 between the district and PPEPM. Any health insurance plan deficit balance effective June 30, 2020 over \$1,025,000 (\$800,000 deficit to plan over three years plus \$225,000 CareHere clinic costs) will be carried over into the next year and will be reconciled in the next premium adjustment.

The \$725,000 loan remains a liability of the plan, with repayment as described in the minutes of the June 27, 2017, Board of Trustees Meeting: 75% on any reserve amount above \$200,000 or 25% of any reserve amount less than \$200,000.

THIS AGREEMENT is signed and dated this 26th day of May 2020.

FOR KALISPELL PUBLIC SCHOOL DISTRICT:



LANCE ISAAK, Board Chair

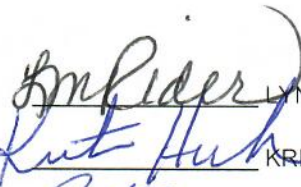


MICAH HILL, Superintendent



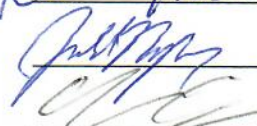
Attested: District Clerk

FOR THE AFSCME AND MFPE LOCALS:



LYNNE RIDER, MFPE #7606 KALISPELL EDUCATION ASSOCIATION

KRIS HURSH, MFPE #4164 KALISPELL FEDERATION OF CLASSIFIED PERSONNEL



JOHN WISER, AFSCME #2795 CUSTODIAL

Judd Nyberg

MITCH DUGAN, MFPE #7742 MAINTENANCE ENGINEERS AND GROUNDS ASSOCIATION 5/22/2020