

MEMORANDUM OF AGREEMENT BETWEEN
KALISPELL EDUCATION ASSOCIATION
AND
KALISPELL PUBLIC SCHOOL DISTRICT

This MOA will address the following:

- A. Application of insurance rate funding regarding percentage-based contribution.
- B. To Clarify the District Contribution rate for retired teachers on the of the Health Plan

A. 70/30 Shared Insurance Contribution:

Definition: 70/30 represents a 70% Employer contribution Per Participating Employee Per Month contribution and a 30% Per Participating Employee Per Month contribution.

In order to achieve the 70% employer contribution as agreed upon in the 2020 MOA and the subsequent collective bargaining agreement, the District and Association agree that the employer/employee share of insurance rate premiums will closely reflect the 70/30 respective split on each of the insurance tiers including, Employee, Employee/Spouse, Employee/Dependents, Employee/Spouse/Dependent. The District contribution to each tier may reflect a larger employer percentage contribution as required to fit the affordability definition as required by the Affordable Care Act.

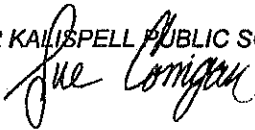
B. To Clarify the District Contribution rate for retired teachers on the of the Health Plan:

15.8.2

An eligible teacher retiring or resigning from District #5 at the conclusion of his/her 30th year of creditable service in the TRS may have the option of selecting 15.8.2. A cash bonus of \$10,000.00, plus accumulated and unused sick leave pursuant to Section 8.8 of this Agreement shall be paid in cash to the teacher, and the teacher will continue to participate in the District's health insurance program set forth in Section 11.1 of this Agreement. The District will pay toward the premium an amount equal to the District's monthly employee only premium contribution paid pursuant to Section 11.1 during the first school year after which the retiring teacher taught full time. The teacher shall not place any money received pursuant to this option into the Montana Teachers Retirement System. The District shall continue payment of the insurance premium during the retired teacher's lifetime or until the retired teacher attains the age of 65, whichever occurs first. The retired teacher shall be responsible for any increased cost in the premium over the base amount established at retirement, and must pay that cost to the District by the 20th of each calendar month of coverage. In the event the retired teacher does not pay the amount of the increased cost to the District by the 20th of each month of coverage, the District shall not be obligated to make a less than full premium contribution to the insurance carrier and continued eligibility for coverage by the retired teacher shall be governed by the terms of the insurance policy then in effect. This retirement incentive shall not affect the right of the District and the Association to alter the coverage or benefits provided under the policy, or the District's right to own the policy or determine the carrier and dividend uses; it being the intent of this section to allow a retired teacher to maintain health insurance coverage under the group health insurance plan in effect within the District for covered full time teachers as it may exist from time to time.

THIS AGREEMENT is signed and dated this 15th day of June 2022.

FOR KALISPELL PUBLIC SCHOOL DISTRICT:



Sue Corrigan - Board Chair

6-15-2022



MICAH HILL, Superintendent

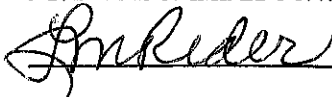
6.15.2022



Attested: District Clerk

6-15-2022

FOR: KALISPELL EDUCATION ASSOCIATION



LYNNE RIDER, KEA

6-15-2022

Date