

AGREEMENT

Between the

NORTH THURSTON PUBLIC SCHOOLS

and the

NORTH THURSTON PUBLIC SCHOOLS

Office Professionals (NTAOTE)

North Thurston Public Schools has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Benefit Association Trust for Public Employees in the State of Washington (collectively the "Plans"): the **Standard HRA Plan**, which shall be integrated with the Employer's group medical plan and to which the Employer shall remit contributions only on behalf of eligible employees who are enrolled in or covered by the Employer's group medical plan; and the **Post-separation HRA Plan** to which the Employer may remit contributions on behalf of eligible employees, including eligible employees who are not enrolled in or covered by the Employer's group medical plan, and which shall provide benefits only after a participant separates from service or retires. Employer agrees to contribute to the Plans on behalf of all employees in the **Office Professionals (NTAOTE)** ("Group") defined as eligible to participate in the Plans. Each eligible employee must submit a completed and signed Enrollment Form to become an eligible participant and become eligible for benefits under the Plans.

- **Annual Sick Leave Contributions:** Eligibility for contributions on an annual basis is limited to employees who have accumulated 180 days (or more if eligible) of unused sick leave. To be eligible during the term of the Plan, an employee must have earned at least 180 days of unused sick leave as of the effective date of this agreement, not including any front loaded days.

Annual Sick Leave Contributions

The term of this agreement shall be from **September 1, 2023** to **August 31, 2024**.

Signed for the **NORTH THURSTON PUBLIC SCHOOLS: Office Professionals (NTAOTE)**



Amanda Kinnard, Co-President

Date: 11/6/2023

Signed for the **NORTH THURSTON PUBLIC SCHOOLS:**



Sean Dotson, Executive Director of Human Resources

Date: 11/8/23