

AGREEMENT

Between the

NORTH THURSTON PUBLIC SCHOOLS

and the

**NORTH THURSTON PUBLIC SCHOOLS
Para-educator Association (NTPA)**

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 **Para-educator Association (NTPA)** ("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.

- **Sick Leave Contributions – Retirement or Separation from Service:** Eligibility for contributions at retirement or separation from service is limited to employees who retire or separate from service with sick leave cash-out rights during the term of this agreement.
- **Personal Leave Contributions- Retirement or Separation from Service:** Eligibility for contributions at retirement or separation from service is limited to employees who retire or separate from service with personal leave cash-out rights during the term of this agreement.

Retirement or Separation from Service Sick Leave Contributions

Retirement or Separation from Service Personal Leave Contributions

The term of this agreement shall be from September 1, 2022 to August 31, 2023.

Signed for the **NORTH THURSTON PUBLIC SCHOOLS: Para-educator Association (NTPA)**



Janice Kennish, Co-President

Date: 1/17/23

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



Sean Dotson, Executive Director of Human Resources

Date: 1/18/2023