

Tumwater School District Board Policy

VEBA III

The district shall establish a Health Reimbursement Arrangement (HRA) with a trustee to manage a voluntary employees' beneficiary association (VEBA) plan. The VEBA plan shall permit employee contributions made for the benefit of eligible employees provided in Section 501(c)(9) of the Internal Revenue Code and the terms of employer policies and applicable collective bargaining agreements. The VEBA plan shall provide monies for qualified expenses as established by Section 213(d) of the Internal Revenue Code.

Participation in the plan shall be determined by district policies and procedures and collective bargaining agreements as referenced below.

Collective bargaining units shall have three options for participating by contributing:

1. Eligible retiree sick leave cash out upon separation from employment as provided in Board Policy 5401 and Administrative Procedure 5401P;
2. For employees with 180 or more days of accrued sick leave, qualifying annual sick leave cash out under the attendance incentive program in Board Policy 5401 and Administrative Procedure 5401P;
3. Mandatory employee contributions by all members of the bargaining unit when determined by the collective bargaining unit.

The Superintendent is authorized to execute documents and establish procedures consistent with the plan and trust provisions and enter into collective bargaining agreements agreeable to the district and necessary for adoption and administration of the plan.

ADOPTED: February 11, 1993

REVISED: December 10, 2009; January 14, 2010; December 12, 2013