

1 **MEMORANDUM OF UNDERSTANDING**

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3 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT
4 BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, HIGHLAND
5 CHAPTER AND THE HIGHLAND SCHOOL DISTRICT #203 PURSUANT TO ARTICLE XX,
6 SECTION 20.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.
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9 The Highland School District has adopted the VEBA III Leave Cash-out Health Reimbursement Plan
10 (the “Plan”). The District also agrees to contribute to the Plan on behalf of all employees in the
11 bargaining unit who are eligible to participate in the Plan. Contributions on behalf of each eligible
12 employee shall be based on the cash-out value of leave days or hours accrued by such employee
13 available for contribution in accordance with statute and District policy or procedure. The District
14 agrees to contribute to the Plan on behalf of all employees in the Highland PSE defined as eligible to
15 participate in the Plan, in accordance with Plan and regulatory limitations. The Plan must receive an
16 enrollment file for each eligible employee to become a participant and become eligible for benefits
17 under the Plan. For sick leave cash-outs, it is understood that all eligible employees will be required to
18 sign and submit to the District a hold harmless agreement complying with RCW 28A.400.210. If an
19 eligible employee fails to sign and submit such agreement to the District, the District will not make
20 sick leave cash-out contributions to the Plan at any time during the term of this Agreement, and any
21 and all excess sick leave which, in the absence of this agreement, would accrue to such employee
22 during the term hereof shall be forfeited together with all cash rights that pertain to such excess sick
23 leave.
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26 **The following selected contribution options shall be available during the term of this Agreement:**
27 **[X] indicates Highland PSE voted only these three (3) options.**
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30 **[X] Sick Leave Contributions – Annual:** Eligibility for contributions on an annual basis is limited
31 to employees who have accumulated one hundred eighty (180) days of unused sick leave. To be
32 eligible during the term of the Plan, an employee must have earned at least one hundred eighty (180)
33 days of unused sick leave as of the effective date of this Agreement, not including any front-loaded
34 days.
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37 **[X] Sick Leave Contributions – Retirement or Separation from Service:** Eligibility for
38 contributions at retirement or separation from service is limited to employees who retire or separate
39 from service with sick leave cash-out rights during the term hereof shall be eligible, and excess sick
40 leave shall be defined as the sick leave days accruing to the credit of such employee during the term of
41 this Agreement.
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44 **[] Vacation Leave Contributions – Annual:** Eligibility for contributions on an annual basis is
45 limited to employees who have accumulated ___ days of unused vacation leave. To be eligible during
46 the term of this Agreement, an employee must have earned at least ___ days of unused vacation leave
47 as of the effective date of this Agreement.
48



1 [] **Vacation Leave Contributions – Retirement or Separation from Service:** Eligibility for
2 contributions at retirement or separation from service is limited to employees who retire or separate
3 from service with vacation leave cash-out rights during the term of this Agreement.
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6 [X] **Mandatory Employee Contributions:** The District and the Group agree that the Group’s
7 compensation package will be changed such that eligible employees shall receive additional benefits in
8 the form of VEBA Plan contributions equal to ten dollars (\$10.00) which shall be contributed on a
9 monthly basis, and each eligible employee’s salary shall be reduced by an equal amount. Such
10 contributions shall be made on behalf of all group employees defined as eligible and shall be
11 considered and referred to as employer contributions.
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14 This Memorandum of Understanding shall in effect beginning January 1, 2024, shall remain in effect
15 until August 31, 2025, and shall be attached to the current Collective Bargaining Agreement.
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18 PUBLIC SCHOOL EMPLOYEES OF
19 WASHINGTON / SEIU LOCAL 1948

20
21 HIGHLAND CHAPTER

HIGHLAND SCHOOL DISTRICT #203

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24 BY: Melva St. George
25 Melva St. George (Nov 1, 2023 15:28 PDT)
26 Melva St. George, Chapter President

27
28 BY: Mark Anderson
29 Mark Anderson (Nov 2, 2023 07:42 PDT)
30 Mark Anderson, Superintendent

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DATE: Nov 1, 2023

DATE: Nov 2, 2023













Highland MOU (VEBA 24-25)

Final Audit Report

2023-11-02

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