

MEMORANDUM OF UNDERSTANDING  
between the  
ISSAQUAH EDUCATION ASSOCIATION  
and the  
ISSAQUAH SCHOOL DISTRICT  
Regarding  
Retiree Health Reimbursement Plan - VEBA

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the Issaquah Education Association concerning a Retiree Health Reimbursement Plan - VEBA - and is subject to the following:

Effective for all certificated, non-supervisory employees retiring between September 1, 2024 and August 31, 2025, and pursuant to RCW 28A.400.210(3), in lieu of remuneration for unused leave for illness or injury otherwise payable to said employees at the time of their retirement or separation from service pursuant to RCW 28 A.400.210(2), funds equivalent to such reimbursement shall be contributed by the Issaquah School District ("District") to a plan designated by the Issaquah Education Association to provide reimbursement to such employees for qualified medical expenses. The Issaquah Education Association hereby designates, for purposes of this memorandum of understanding, the VEBA HEALTH REIMBURSEMENT PLAN FOR PUBLIC EMPLOYEES OF THE STATE OF WASHINGTON (hereinafter "PLAN") which provides reimbursement for insurance premiums.

As a condition of participation under the Plan, and as required by RCW28A.400.210(3), each retiring employee shall hold the District harmless (and shall sign an agreement with the District to this effect) should the United States government find that the District or an employee is in debt to the United States government for not paying income taxes on any amounts placed in the Plan or as a result of the District not withholding or deducting any tax, assessment, or other payment on such funds as required by federal law,


The District has no responsibility for the selection or retention of the Plan. Neither the District nor the Association makes any representation or warranty, and shall have no responsibility or liability with respect to the tax consequences of participation in the Plan by employees, nor to the ability of the sponsor or insurer to fulfill any of its obligations under the Plan. The Issaquah Education Association will advise the District if, during the term of this agreement, any circumstances come to its attention that would make continued participation in the Plan unadvisable.

The term of the agreement shall be from September 1, 2024, to August 31, 2025. Upon ratification of this Memorandum of Understanding by the Issaquah Educational Association membership of the members who are eligible, participation in the Plan shall be mandatory for 2024-2025, and any employee retiring in 2024-2025 who does not execute the hold harmless agreement required by RCW 28A.400.210(3) shall forfeit any right to compensation or reimbursement upon retirement for accrued, unused leave for illness or injury.

This Memorandum of Understanding sunsets of August 31, 2025.

Agreed to this 9 day of Dec 2024.

FOR THE DISTRICT:

  
Martin Turney  
Chief Financial Officer

FOR THE ASSOCIATION:

  
Derona Uzzle  
IEA President