

MEMORANDUM OF UNDERSTANDING
Between
Multnomah Education Service District
and
Confidential Non-Contract Employee Group

This Memorandum of Understanding (MOU) documents a required change to the 2024-2027 Confidential Non-Contract Employees Agreement. The Oregon Educators Benefit Board (OEBB) has made mandatory changes to benefit plan structures, including increased minimum deductibles and out-of-pocket maximums for both Kaiser and Moda plans, effective October 1, 2025.

In response to the OEBB-mandated changes, the District has adjusted its benefit offering and is modifying the Health Reimbursement Arrangement (HRA) structure described in Section 3.A.2 of the Agreement.

These changes are required for continued compliance with OEBB mandates and do not reflect a redesign of MESD's benefit strategy or a discretionary adjustment. The language contained within this agreement is consistent with MESD's goal of maintaining similar benefits across all employee groups.

No other provisions of the Agreement are modified.

Representatives from the Confidential Non-Contract employee group are included as signatories to this MOU for continuity and transparency.

The language in the agreement in Section 3.A.2 will be modified as follows, effective October 1, 2025:

2. Group HRA Plan Design

Kaiser Plan 2B

The Group HRA will provide maximum in-network deductibles of \$200 per individual, up to \$400 for families of three or more for Kaiser Plan 2B. Maximum in-network out-of-pocket paid by the employee is \$1,700 per person, up to \$3,400 for families of three or more.

- a) Employee Only: \$200 / \$1,700
- b) Employee & Spouse: \$400 / \$3,400

- c) Employee & 1 Child: \$400 / \$3,400
- d) Employee & Family: \$400 / \$3,400

Moda Plan 5

The Group HRA will provide in-network deductibles of \$700 per individual, up to \$1,400 for families of three or more for Moda Plan 5. Maximum in-network out-of-pocket paid by the employee is \$3,750 per person, up to \$7,500 for families of three or more.

- a) Employee Only: \$700 / \$3,750
- b) Employee & Spouse: \$1,400 / \$7,500
- c) Employee & 1 Child: \$1,400 / \$7,500
- d) Employee & Family: \$1,400 / \$7,500

Prior language presented in strike-through format below for reference.

~~2. Group HRA Plan Design~~

~~Kaiser Plan 2B~~

~~The Group HRA will reimburse 100% of the Kaiser Plan 2B deductible. Maximum in-network out-of-pocket paid by the Employee is \$1,500 per person, up to \$4,500 for families of three or more.~~

- ~~a) Employee Only \$0 / \$1,500~~
- ~~b) Employee & Spouse \$0 / \$3,000~~
- ~~c) Employee & 1 Child \$0 / \$3,000~~
- ~~d) Employee & Children \$0 / \$4,500~~
- ~~e) Employee & Family \$0 / \$4,500~~

Moda Plan 5

~~The Group HRA will provide in-network deductibles of \$400 per individual, up to \$1,200 for families of three or more for Moda Plan 5. Maximum in-network out-of-pocket paid by the Employee is \$2,500 per person, up to \$7,500 for families of three or more.~~

- ~~f) Employee Only \$400 / \$2,500~~
- ~~g) Employee & Spouse \$800 / \$5,000~~
- ~~h) Employee & 1 Child \$800 / \$5,000~~
- ~~i) Employee & Children \$1,200 / \$7,500~~

j) ~~Employee & Family \$1,200 / \$7,500~~

This MOU will be appended to the official version of the Confidential Contract Employee Confer Consult Agreement and retained in MESD's administrative records.

For Multnomah ESD:



Paul Coakley (Aug 7, 2025 16:24:14 PDT)

Dr. Paul Coakley, Superintendent

08/07/2025

Date



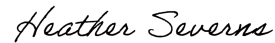
Katrina Doughty (Aug 7, 2025 16:39:53 PDT)

Katrina Doughty, Board Chair

08/07/2025

Date

For the Confidential Contract Employees:



Heather Severns

Confidential Non-Contract Employees

08/07/2025

Date



Nicole Jackson

Confidential Non-Contract Employees

08/07/2025

Date