

MEMORANDUM OF UNDERSTANDING
Between
EDMONDS SCHOOL DISTRICT
and the
PRINCIPALS
2025-2026

The Edmonds School District has adopted the health reimbursement arrangement (HRA) plan offered and administered by the Voluntary Employees' Benefit Association (VEBA) Trust for Public Employees in the State of Washington (collectively the "Plans"): the **Standard HRA Plan**, which shall be integrated with the Employer's or another qualified group health plan and to which eligible employees in the Principal group who are enrolled in or covered by such qualified group health plan; and the **Post-separation HRA Plan** which includes eligible employees who are not enrolled in or covered by the Employer's or other qualified group health plan and which shall provide benefits only after a participant separates from service or retires.

The District agrees to create a VEBA account for each eligible member of the Principal group for the purpose of allowing employee only contributions to a VEBA account. The eligible employee agrees to contribute \$100.00 per month through payroll deduction.

The term of this agreement shall be effective July 1, 2025 (or the date of signature if signed after July 1, 2025) through June 30, 2026.

/Joe Webster/ /Chris Lindblom/
Signed for the Principals

9/23/2025
Date

/Rob Baumgartner/
Signed for the Edmonds School District

9/23/2025
Date