

1 **Memorandum of Understanding**

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3 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING
4 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF PENINSULA
5 MAINTENANCE/GROUNDS/WAREHOUSE UNIT AND THE PENINSULA SCHOOL
6 DISTRICT #401 PURSUANT TO ARTICLE XVII, SECTION 17.2 OF THE CURRENT
7 COLLECTIVE BARGAINING AGREEMENT.
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9 The Peninsula School District and Public School Employees of Washington- Peninsula/
10 Maintenance/Grounds/Warehouse Unit agree to the following provisions in order to make a good
11 faith effort to comply with 2012 Washington Laws Ch. 3 (ESSB 5940).
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- 13 1. The provisions of this Memorandum of Understanding (MOU) shall supplement the
14 provisions of the current collective bargaining agreement (CBA), all of which shall remain in
15 full force and effect. If any provision of this MOU conflicts with the current CBA, the
16 provisions of this MOU shall prevail. Any dispute regarding the interpretation or proper
17 implementation of this Memorandum shall be subject to the grievance procedures of the
18 current CBA.
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- 20 2. The District shall ask an insurance broker to procure premium quotes for health benefit
21 plans that meet the responsible contracting standards of ESSB 5940 and to document the
22 approach for procuring such quotes. The quotes to be procured and plans offered shall
23 include:
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- 25 (a) at least one qualified high-deductible health plan (HDHP) and health savings
 - 26 account (HSA);
 - 27 (b) at least one health benefit plan in which the employee share of the premium cost of a
 - 28 full-time employee, regardless of whether the employee chooses employee only
 - 29 coverage or coverage that includes dependents, does not exceed the premium cost paid by
 - 30 state employees during the 2013 state employee benefits year; and
 - 31 (c) health plans that promote health care innovations and cost savings, and significantly
 - 32 reduce administrative costs.
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34 The quotes procured by the broker shall be reviewed and the choice of plans offered shall be
35 made using the same procedure for selecting health plans as was used in the 2013-14 school
36 year.
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- 38 3. To ensure employees selecting richer benefit plans pay the higher premium, and make
39 progress toward the 3:1 ratio goal of full-family to employee only coverage premiums in
40 ESSB 5940, each employee included in the pooling arrangement within the CBA who
41 elects medical benefit coverage shall pay a minimum out-of-pocket charge by monthly
42 payroll deduction. The minimum monthly charge shall be 1% of the employee-only
43 coverage premium for the plan chosen by the employee. Such minimum monthly charge
44 shall be paid regardless of the impact of pooling and the monthly charge shall be included
45 into the pool for distribution.
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- 1 4. The parties shall abide by state laws relating to school district employee benefits, and this
2 MOU shall be construed consistent with such laws.
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4 5. Upon request of the Association, the District will provide accounting of the pooling
5 distribution.
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7 6. This MOU shall be effective for the 2014-15 school year. The parties shall meet prior to
8 May, 2015, to discuss whether to renew or amend this MOU for another year.
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13 PUBLIC SCHOOL EMPLOYEES
14 OF WASHINGTON/SEIU Local 1948

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16 PENINSULA MAINTENANCE/GROUNDS/
17 WAREHOUSE UNIT

PENINSULA SCHOOL DISTRICT #401

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21 BY: /signed by/
22 Debbie Steele, Chapter President
23 Officer

BY: /signed by/
 Karen Andersen, Chief Financial

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25
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27 DATE: January 29, 2015

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