

Memorandum of Understanding
between
Highline Education Association
and
Highline School District

SEBB Transition
Effective: 2019-20


Sections 12.6, 12.7 and 12.8 of the current collective bargaining agreement shall expire December 31, 2019. Effective January 1, 2020, the District will provide employees with all of the available insurance benefit plans offered by the School Employees Benefits Board (SEBB) in accordance with the eligibility rules and terms set forth in state law. In addition, the parties have discussed and agreed upon the following issues.

- 1. Substitutes.** Under SEBB rules, certain substitute employees will be eligible for insurance benefits (anticipated to work 630 annual hours or presumed to work that amount based on a two-year look-back). Substitutes who are eligible for SEBB insurance benefits and enroll in a SEBB medical plan will be expected to continue working at least 5 days per month or the District will sever the employment relationship for the remainder of the eligibility year. The purpose of this rule is to ensure employees have income those months for paying the employee contribution for the insurance plan selected by the employee. An employee may seek an exception from the minimum 5-day threshold for a pre-arranged unavailability in a single month by notifying the Human Resources office at least 2 weeks in advance and paying the employee contribution in advance of the month they desire the exception. All substitutes enrolled in SEBB insurance must pay their employee contributions for July and August by June 15.
- 2. Job shares.** A job share under Section 8.6 will not be approved if the job share results in both employees being eligible for a full package of SEBB benefits.
- 3. Effective Date of Resignations.** When an employee eligible for SEBB benefits separates from employment after completion of the employee's full school-year contract obligations, the separation will be effective August 31 unless the employee terminates the employment relationship with a specific earlier date. In this case, eligibility for the employer contribution ends the last day of the month in which the school employee's resignation is effective.
- 4. December Premium Payment.** Monthly medical insurance premium deductions will be made in accordance with Section 12.5 through November of 2019. In December of 2019, employees will have a "premium holiday" where no medical insurance premium withholding will be made from their pay.
- 5. Leftover Funds.** Any decision regarding funds remaining in district-wide pools or self-insurance trusts shall be made by the District's Benefits Advisory Committee (BAC).

6. **District Insurance Contributions.** Implementation of SEBB will require the phase-out of previously-negotiated District contributions to insurance benefit plans, and related charges such as the HCA retiree remittance. All available sources of District revenue, including revenue previously expended on these insurance-related benefits, shall be discussed and included when considering bargaining issues in the 2020 bargain.


7. **Optional Benefits.** Optional benefits to be offered by the District shall be recommended by BAC to the District’s Board of Directors.

8. **Continuing Conversations.** The parties shall continue to monitor implementation and identification of ambiguities around SEBB benefits through regular District-level labor-management meetings.



Dr. Steve Grubb
Chief Talent Officer
Highline School District

10.30.19
Date



Dr. Sandra Hunt
President
Highline Education Association

10.30.19
Date