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MEMORANDUM OF UNDERSTANDING

4 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC  
5 SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, HIGHLAND CHAPTER AND THE HIGHLAND  
6 SCHOOL DISTRICT #203 PURSUANT TO ARTICLE XX, SECTION 20.3 OF THE CURRENT COLLECTIVE  
7 BARGAINING AGREEMENT.

8 The HIGHLAND SCHOOL DISTRICT has adopted the VEBA III Leave Cash-out Health Reimbursement Plan (the  
9 "Plan"). The District also agrees to contribute to the Plan on behalf of all employees in the bargaining unit who are eligible  
10 to participate in the Plan. Contributions on behalf of each eligible employee shall be based on the cash-out value of leave  
11 days or hours accrued by such employee available for contribution in accordance with statute and District policy or  
12 procedure. For sick leave cash-outs, it is understood that all eligible employees will be required to sign and submit to the  
13 District a hold harmless agreement complying with RCW 28A.400.210. If an eligible employee fails to sign and submit  
14 such agreement to the District, the District will not make sick leave cash-out contributions to the Plan at any time during the  
15 term of this agreement, and any and all excess sick leave which, in the absence of this agreement, would accrue to such  
16 employee during the term hereof shall be forfeited together with all cash rights that pertain to such excess sick leave.

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18 **The following selected contribution options shall be available during the term of this agreement: [X] indicates**  
19 **HIGHLAND PSE voted only these two options.**

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21  **Sick Leave Contributions – Annual:** Eligibility for contributions on an annual basis is limited to employees who  
22 have accumulated 60 days (or more if eligible<sup>(1)</sup>) of unused sick leave. To be eligible during the term of the Plan, an  
23 employee must have earned at least 60 days of unused sick leave as of the effective date of this agreement, not including  
24 any front loaded days.

25  
26  **Sick Leave Contributions – Retirement or Separation from Service:** Eligibility for contributions at retirement or  
27 separation from service is limited to employees who retire or separate from service with sick leave cash-out rights during  
28 the term hereof shall be eligible, and excess sick leave shall be defined as the sick leave days accruing to the credit of such  
employee during the term of this agreement.

31  **Vacation Leave Contributions – Annual:** Eligibility for contributions on an annual basis is limited to employees who  
32 have accumulated \_\_\_ days of unused vacation leave. To be eligible during the term of this agreement, an employee must  
33 have earned at least \_\_\_ days of unused vacation leave as of the effective date of this agreement.

34  
35  **Vacation Leave Contributions – Retirement or Separation from Service:** Eligibility for contributions at retirement  
36 or separation from service is limited to employees who retire or separate from service with vacation leave cash-out rights  
37 during the term of this agreement.

38  
39  **Personal Leave Contributions:** Eligibility for contributions is limited to employees who have accumulated \_\_\_ days  
40 of unused personal leave. To be eligible during the term of the Plan, an employee must have unused personal leave cash-  
41 out rights during the term of the agreement.

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43  **Other Unused Leave Contributions:** Eligibility for contributions is limited to employees eligible for other types of  
44 unused leave cash-outs, specifically.

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46 This Memorandum of Understanding shall be in effect beginning, September 1, 2019 and shall remain in effect until  
47 August 31, 2020.

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49 PUBLIC SCHOOL EMPLOYEES  
50 Of WASHINGTON/SEIU Local 1948

51  
52 HIGHLAND CHAPTER

53  
54 BY: Melva St. George  
Melva St. George, Chapter President

HIGHLAND SCHOOL DISTRICT #203

BY: Mark Anderson  
Mark Anderson, Superintendent

55  
56 DATE: 09.01.19

DATE: 9/1/19