

**Memorandum of Agreement  
Between  
The Mukilteo School District  
And  
The Mukilteo Education Association**

**INSURANCE BENEFITS**

Consistent with the provisions by the Health Care Authority (HCA), the parties agree to modify the following contractual language:

Article VII, Section 10-Insurance Benefits, Section 10, C. Benefit Termination/End:

An employee terminating employment shall be entitled to continuing SEBB benefit coverage for the remainder of the calendar month in which they terminate. In cases where separation occurs after completion of full contract obligation, (i.e. the end of the school year in June) benefit coverage will be in compliance with law as follows:

For employees resigning effective June 30 and starting to receive their pension benefit July 1:

- They will be eligible to receive a cost-of-living adjustment (COLA) starting July 2021
- They will not receive service credit for July and August
- Their SEBB employer-sponsored health coverage will end June 30
- If they choose to enroll, PEBB retiree health insurance will be effective July 1

For employees resigning effective August 31 and starting to receive their pension benefit September 1:

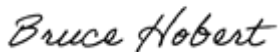
- Their cost-of-living adjustment (COLA) will not go into effect until July 2022
- They will earn service credit for July and August
- They will continue to receive SEBB employer-sponsored health coverage in July and August
- If they choose to enroll, PEBB retiree health insurance will be effective September 1.

For employees resigning effective August 31 who are separating from service and not collecting retirement benefits immediately:

- They will earn service credit for July and August
- They will continue to receive SEBB employer-sponsored health coverage in July and August

All other provisions of Article VIII, Section 10 remain in effect.

Dated this 11<sup>th</sup> day of May, 2020.



Bruce Hobert  
Assistant Superintendent



Dana Wiebe  
MEA President