

Letter of Agreement
between the
Highline Education Association
and the
Highline School District

Health Care Benefits
Under ESSB 5940
Effective Years 2015-16, 2016-17, 2017-18

To implement the changes in the law created by ESSB 5940, the parties enter into the following agreement. Except as specified below, all other terms and conditions of the collective bargaining agreement and other Letters of Agreement remain in force.

Additional Benefits

In addition to the benefits described in the collective bargaining agreement, and as provided for in the annual WEA Premera Renewal Announcement, the following health insurance plans will be offered.

1. *WEA Select High Deductible Health Plan.*
2. Health Savings Account (HSA). HEA members who select the *WEA Select High Deductible Health Plan* will receive a \$125 per month employer contribution from pooling dollars to their Health Savings Account.
3. *WEA Select EasyChoice Plan*, with a new rate structure designed to require an employee premium share that are no greater than the premium share experienced by state employees during the state employee benefits year that started immediately prior to the school year.

Progress toward a 1:3 Premium Ratio

HEA and HSD have reached the following agreement to make progress toward the stated intent of ESSB 5940 to reach a 1:3 ratio between the cost of benefits for individual medical coverage compared to family coverage.

For each employee taking a health plan through the District, a monthly payroll deduction equivalent to one percent (1%) of the monthly premium of the employee's selected medical plan will be placed in an insurance pool consisting only of members of this bargaining unit.

Pooling distributions will be conducted in accordance with Section 12.6 of the HEA-HSD Collective Bargaining Agreement and RCW 28A.400.280.



Steve Grubb
Chief Talent Officer
Highline School District



Date



Sue McCabe
President
Highline Education Association



Date