

Memorandum of Understanding
Between
Salem Keizer Education Association
And
Salem-Keizer School District

HSA and 2-on-1 Contract

The Salem Keizer Education Association (Association) and the Salem-Keizer School District (District) hereby agree to the following:

Insurance

1. Two on Contract

The District will pay the portion of the premium covered by both employees' allocated District cap. The following criteria must be met:

- a) Both employee and spouse (domestic partner) work for the District.
- b) Both employee and spouse (domestic partner) are benefit eligible
- c) Both benefit eligible employees complete and sign a form enrolling in the "Two on Contract" benefit arrangement.
- d) Two on contract means:
 - a. One spouse (domestic partner)/employee declines the medical, dental, and vision enrollments offered through their employment.
 - b. The other spouse (domestic partner)/employee enrolls all eligible family members in a medical, dental and/or vision plan offered by OEBB.
 - c. The family has one set of medical, vision, and dental benefits and is not double covered through the District.
- e) If the employee and/or spouse work part time and receive a pro-rated District contribution, the District will pay up to 100% of the pro-rated contribution for each person.
- f) Any premium amount not covered by the District contribution is paid by the employee.

2. Health Savings Account (HSA)

A benefit eligible employee who selects the OEBB high deductible medical insurance plan, or declines medical insurance through the District and is enrolled in their spouse or partner's non-District HSA qualified high deductible plan, and who is eligible to participate in an HSA, will be eligible to receive a District contribution to their District HSA account.

- a) For the 2019-20 plan year, the District will make a contribution of \$100 per month to the employee's District HSA account.
- b) The employee may also make a contribution to the HSA, pre-tax, up to the maximum allowed by federal regulations.
- c) This agreement is for the 2019-20 insurance year only.

This agreement will be in force from July 1, 2019 to June 30, 2020.

Mindy Merritt
For the Association
7-18-19
Date

John Beight
For the District
7/18/19
Date