

MEMORANDUM OF UNDERSTANDING
Between the
OAK HARBOR SCHOOL DISTRICT
and the
OAK HARBOR EDUCATION ASSOCIATION

The OAK HARBOR SCHOOL DISTRICT has adopted the VEBA III Sick Leave Conversion Medical Reimbursement Plan (the "Plan") pursuant to RCW 28A.400.210 and agrees to make contributions to the Plan on behalf of all employees in the collective bargaining unit who are eligible to participate in the Plan by reason of having excess sick leave conversion rights. Contributions on behalf of each eligible employee shall be based on the conversion value of sick leave days accrued by such employee available for contribution on an annual basis and at retirement in accordance with the statute. It is understood that all eligible employees will be required to sign and submit to the District a hold harmless agreement complying with the statute. If an eligible employee fails to sign and submit such agreement to the District, he/she will not be permitted to participate in the Plan at any time during the term of this agreement (**September 1, 2021 to August 31, 2022**), and any and all excess sick leave which in the absence of this agreement would accrue to such employee during the term hereof shall be forfeited together with all cash conversion rights that pertain to such excess sick leave.

Annual Sick Leave Conversion: Eligibility for participation on an annual basis is limited to employees who have accumulated 180 days of unused sick leave. To be eligible during the term of the Plan, an employee must have earned at least 180 days of unused sick leave as of the effective date of this agreement, not including any front loaded days.


Retirement or Separation from Service Contributions: Eligibility for contributions at retirement or separation from service is limited to employees who retire or separate from service with sick leave conversion rights during 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.

Annual Sick Leave Contributions

Retirement or Separation from Service Contributions

In order to administer the Plan, the District will deposit all sick leave conversion funds to the credit of each eligible employee in the VEBA Trust for Employees of Public School Districts in the State of Washington.

For the Oak Harbor Education Association:

By:  Date: 1/4/22

For the Oak Harbor School District:

By:  Date: 12/8/2021