

MEMORANDUM OF AGREEMENT HEALTH BENEFITS

Between *Granger Education Association* and *Granger School District*

This Memorandum of Understanding is entered into by the Granger School District and the Granger Education Association to clarify the intent for the 2017-2018 School year regarding Health Benefits changes in response to SB 5940.

It is agreed that the District will work jointly with the Association to comply with requirements which MAY* include the following: ("May" is dependent on final RCW, WAC, OIC and OSPI guidelines)


- Require each employee included in the pooling arrangement to pay a premium of at least five dollars (\$5.00) subject to collective bargaining.
- The District will offer insurance on a yearly basis as required by Washington State Law and Article VII, Section 7.B.
- Make progress toward employee premium changes as required by statute that would ensure that full family coverage premiums are not more than three times the employee only premium for the same plan.
- Offer an IRS Qualified High Deductible health plan eligible to be combined with a health savings account.
- Offer at least one medical plan other than the new high deductible plan in which the full time employee's share of premiums is no higher than what state employees pay for coverage, as established in the most recent state benefit plan year.
- In the event that the Office of Insurance Commissioner (PIC) finds that this MOA is out of compliance per Article I, Section 4, Compliance with Law, the parties will meet within thirty (30) work days to commence negotiations that will bring this MOA into compliance.
- Timelines for implementation-currently defined as:

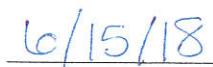
December 1, 2013 for reporting progress,

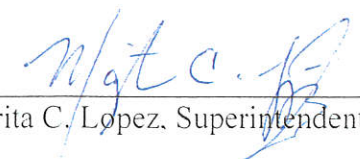
June 1, 2015 for reporting progress towards 3:1 ratio,

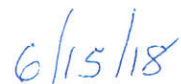
With full implementation/recommendation being December 31, 2015.

All new provisions for the implementation of health care will be negotiated and agree upon prior to implementation.


Heather Hull-Stewart, President

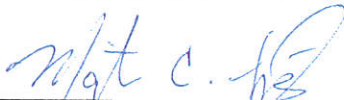

Date


Margarita C. Lopez, Superintendent


Date

4. If it is the intention of the District that the substitute remain in the assignment for a definite period of time greater than 45 school days, and the substitute possesses the requisite certification for the assignment, the District shall immediately issue the substitute either a Leave Replacement Contract (regular employee on leave) or a Provisional Contract (no regular employee on leave). In all other circumstances a substitute assigned to a position describe in 3(i) or 3(ii) above shall be issued either a Leave Replacement Contract or a Provisional Contract upon 45 school days in the assignment, provided the substitute possesses the requisite certification for the assignment (not including a substitute certificate or emergency certificate).
5. If the substitute does not possess the requisite certification for the assignment, the District shall, no late than 35 school days after the substitute is assigned to the position, request from OSPI conditional or emergency certification on behalf of the substitute.
6. Substitutes with whom the District contracts in accordance with section 3 or 4 above will not be subject to the evaluation/observation requirements of Article IV of the parties' collective bargaining agreement.
7. The District corrected student records on or before November 5, 2015, to reflect the actual teachers who provided instruction and grades in the 2014-2015 school year as listed on said Exhibit A [which sets fort the names of the substitutes who actually provided instruction and grades, as well as the names of the teachers under whom the students were incorrectly listed by the District]. Beginning with the 2015-2016 school year, the District will list students under the name of the teacher assigned to provide instruction and grading for that class or grade level in all District records, including grading records.
8. Except as specifically provided for herein above, nothing in this Memorandum of Understanding is intended to prevent or limit the discretion of the district, in determining whether to employ an individual as a substitute on a daily basis, subject to the above-stated rules for 20+ substitutes, or to contract with an individual for continuing employment for any period up to one year in accordance with RCW 28A.405.210 and/or 28A.405.900. Similarly, except as specifically provided for herein above, nothing in this Memorandum of Understanding is intended to limit the rights of any District employee, or the Association, as provided under the law of the State of Washington. Employees contracted under paragraph 3, above, shall be covered by all of the provisions of the collective bargaining agreement, except as provided in Article 3, Section 9 of the collective bargaining agreement and paragraph 5, above, and except that leave replacement employees hired pursuant to RCW 28A.405.900 shall have no continuing interest in their employment or its nonrenewal at the expiration of their leave replacement contract.

Dated this 15th day of June, 2018.


 Margarita C. Lopez, Superintendent
 Granger School District


 Heather Hull-Stewart, GEA President
 Granger Education Association


MEMORANDUM OF UNDERSTANDING

Between **Granger Education Association** and **Granger School District**

This Memorandum of Understanding is entered into by the Granger School District ("District") and the Granger Education Association ("GEA") to resolve difficulties encountered by elementary specialist teachers in their transition to the Teacher / Principal Evaluation Program ("TPEP") evaluation system. The parties agree as follows:

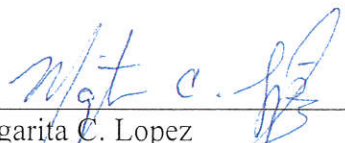
In consideration for the transition to Comprehensive TPEP evaluations during the 2017-2018 school year by the teachers in the positions listed below and the potential difficulty that transition may have caused in the evaluation process, the District agrees that the following positions will receive a minimum Summative Comprehensive evaluation score of Proficient: Roosevelt Physical Education Teacher, Roosevelt Music Teacher, Roosevelt Librarian, and Roosevelt Computer Lab Teacher.

This Memorandum of Understanding is effective on the date both parties below have signed below and it expires at the end of the 2017-2018 school year.



Heather Hull-Stewart
President, GEA

6/15/18
Date



Margarita C. Lopez
Superintendent, Granger School District

6/15/18
Date