

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

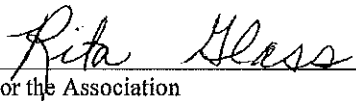
**Article 15.1 – Insurance**

The following constitutes an agreement between the District and the Association as a result of the agreement to reopen language related to Article 15.1 – Insurance of the 2014-2018 Collective Bargaining Agreement.


As a result of these negotiation, the parties have agreed to the following:

The maximum District contribution toward insurance premium for the 2017-2018 insurance year will be \$1245 per month. [This amount represents an increase of \$25.00 from the 2016-2017 contribution.]

This agreement will be in force from July 1, 2017 to June 30, 2018.

  
\_\_\_\_\_  
For the Association

8-18-17  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the District

8/18/17  
\_\_\_\_\_  
Date

Memorandum of Understanding  
Between  
The Association of Salem Keizer Education Support Professionals  
And  
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HSA and 2-on-1 Contract

The Association Salem Keizer Education Support Professionals 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:

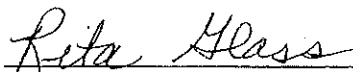
- a) Both employee and spouse [domestic partner] work for the District.
- b) Both employee and spouse [domestic partner] are benefit eligible.
- c) Both benefit eligible employees complete and sign a form enrolling in the "Two on Contract" benefit arrangement.
- d) Two on contract means:
  - a. One spouse [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 OEBC.
  - 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 OEBC high deductible medical insurance plan, and who is eligible to participate in an HSA will be eligible to receive a District contribution to their HSA account.

- a) For the 2017-2018 plan year a contribution of \$100 per month will be made by the District to the employee's HSA account.
- b) 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 2017-2018 insurance year only.

This agreement will be in force from July 1, 2017 to June 30, 2018.

  
\_\_\_\_\_  
For the Association

8-18-17  
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Date

  
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For the District

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