

**MEMORANDUM AGREEMENT
POST RETIREMENT HEALTH CARE SAVINGS PLAN
(2020-2022)**

Whereas, Independent School District #2687 and the Community Education Director have agreed to adopt a postretirement health care savings plan to be offered through a voluntary employee beneficiary association (VEBA/HRA).

Be it therefore resolved that the parties agree to the following:

Section 1. Establishment of VEBA/HRA: Effective February 2014, will adopt a post retirement healthcare reimbursement arrangement (VEBA/HRA) for the benefit of the Community Education Director. Employer and employee assent to and ratify the appointment of a trustee and plan administrator in place on the adoption date of this agreement. It is intended that this arrangement constitute a voluntary employee beneficiary association under Section 501© (9) of the Internal Revenue Code.

Section 2. Benefits provided through the VEBA/HRA. Employer shall provide the following welfare benefit arrangement through the VEBA/HRA Plan:

The Postretirement Health Care Savings Arrangement

As per the Memorandum of Understanding of September 8, 2014 between Independent School District #2687 and Margaret Marketon, a contribution will be established at retirement.

To qualify the employee must:

- a. submit resignation in writing and be accepted by the Board of Education by March 30th of the year retiring.
- b. employee must be in good standing with MN Board of Licensure
- c. employee must not have previously resigned or retired during their time in the District, even if immediately rehired by the District,

The duration of this agreement will expire on June 30, 2022.

Section 3. Payment of Administrative Fee. Administrative fees allocable to the individual account of the former employee, shall be paid from individual's account. Administrative fees shall be paid from individual account of the participant in the event the VEBA/HRA Plan is terminated.

Section 4. Employer Contributions to the Postretirement Health Care Savings Arrangement

Subd. 1. Severance Pay: Within sixty (60) days of the effective date of retirement, Employer shall pay 100% of the amount of the Severance Pay otherwise payable to the qualifying employee under Memorandum Of Understanding of September 2014 to individual account established for the employee under the Postretirement Health Care Savings Arrangement. The employee will be entitled to receive this amount in the form of taxable cash compensation.

Section 5. Annual Contributions to Postretirement Health Care Savings Plan: Employer will make a one-time, annual contribution to individual's account under the Postretirement Health Care Savings Arrangement for the qualifying employee in the year the employee retires:

2020-21 - \$22,500

2021-22 - \$23,000

The contribution to an individual employee's account in the Postretirement Health Care Savings Arrangement shall not exceed the amount stated above for the specific year. The Employer will make a one-time contribution.

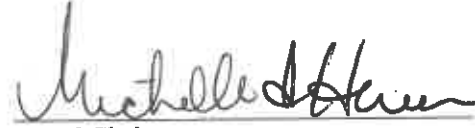
Section 6. Entire Agreement: This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.


Section 7. No Precedent: This agreement does not set any precedent for any future issues, or for the ability to open the contract for other purposes.

Community Education Director
Howard Lake-Waverly-Winsted


Director

Howard Lake-Waverly-Winsted Schools
District No. 2687


Board Chair


Clerk

ISD 2687 Board Negotiator

Dated this 14 day of September, 2020

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