

Memorandum of Understanding
Implementation of HRAs/VEBAs

WHEREAS, the current agreement (“Agreement”) between Independent School District #256 (“School District”) and Karsten Anderson (“Superintendent”) provide payments to Health Reimbursement Accounts (HRA) for the Superintendent;

WHEREAS, on October 14, 2020, the School District’s Business Manager shared information about the possibility of using HRA/Voluntary Employee Beneficiary Association (VEBA) accounts instead of HRAs with members of the Labor-Management Committee (LMC);

WHEREAS, employees benefit from the use of HRAs/VEBAs;

NOW, THEREFORE, the parties agree to the following:

1. If the School Board and Education Minnesota—Red Wing agree to an MOU for converting HRAs to HRAs/VEBAs, all references to HRA in the Agreement will be changed to HRA/VEBA.
2. Contribution levels to HRAs/VEBAs will be the same as contributions to HRAs in the Agreement; and
3. HRA accounts will be converted to HRAs/VEBAs for the Superintendent.

Clerk of School Board

Date

Karsten Anderson

Dates