

Memorandum of Understanding
Implementation of 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 Voluntary Employee Beneficiary Association (VEBA) accounts instead of HRAs with members of the Labor-Management Committee (LMC);

WHEREAS, employees benefit from the use of VEBAs;

NOW, THEREFORE, the parties agree to the following:

1. If the School Board and certified bargaining groups agree to their MOU for converting HRAs to VEBAS, all references to HRAs in the Agreement will be changed to VEBAs.
2. Contribution levels to VEBAs will be the same as contributions to HRAs in Agreements; and
3. HRA accounts will be converted to VEBAs for the Superintendent.

Clerk of School Board

Date

Karsten Anderson

Dates