

Memorandum of Understanding
Implementation of HRAs/VEBAs

WHEREAS, current master agreements (“Agreements”) between Independent School District #256 (“School District”) and Education Minnesota Red Wing, Red Wing Directors’ Association, Red Wing Cooks’ Association, Local #320 of the Minnesota Teamsters Public and Law Enforcement Employees’ Union, Red Wing Principals’ Association, and RW Education Support Personnel Association (“Bargaining Groups”) provide payments to Health Reimbursement Accounts (HRA) for eligible employees and retirees;

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. All references to HRA in Agreements will be changed to HRA/VEBA.
2. Contribution levels to HRAs/VEBAs will be the same as contributions to HRAs in Agreements; and
3. HRA accounts will be converted to HRAs/VEBAs for each employee.

FOR THE SCHOOL DISTRICT:

Clerk of School Board

Date

FOR BARGAINING GROUPS:

Authorized Representative of
Education Minnesota Red Wing

Date

Authorized Representative of
Red Wing Directors’ Association

Date

Authorized Representative of
Red Wing Cooks’ Association

Date

Authorized Representative of
Local #320 of the Minnesota Teamsters Public
and Law Enforcement Employees' Union

Date

Authorized Representative of
Red Wing Principals' Association

Date

Authorized Representative of
RW Education Support Personnel Association

Date