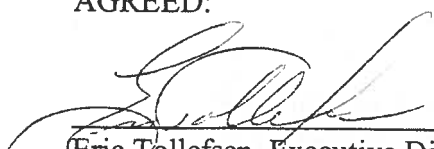


MEMORANDUM OF AGREEMENT
between the
ANCHORAGE SCHOOL DISTRICT
and the
ANCHORAGE EDUCATION ASSOCIATION

The Anchorage School District and the Anchorage Education Association agree that the following conditions and understanding regarding health benefit coverage shall apply to Anchorage Education Association members who have elected health coverage through the NEA Alaska Health Plan and who retire from or resign their position effective at the end of a contract year.

- For the 2006-2007 contract year only, the District will continue health benefit contributions for the month of June 2007 for those members who have submitted a Notice of Resignation for the purpose of retirement effective May 25, 2007. The Association will be responsible for the employee contribution amount for the month of June 2007.
- The following notification deadline of the last District workday of March will be effective beginning with the 2007-2008 contract year:
 1. Members who submit a Notice of Resignation for the purpose of retirement with an effective date of the last day worked in a contract year, by 5:00 p.m. on the last District workday in March of that contract year, will have their health care coverage continued through June 30. The member will be responsible for any employee contribution amounts owed for the month of June.
 2. Members who submit paperwork resigning from their position with the District effective on the last day worked in a contract year, by 5:00 p.m. on the last District workday in March of that contract year, and who have not obtained coverage through another employer, will have their health care coverage continued through August 31. The member will be responsible for employee contribution amounts owed, if there are any, for the months of June, July and August.
 3. Members who fail to notify the District by the last District workday in March will lose their health care coverage on the last day of the month in which the member worked.

AGREED:

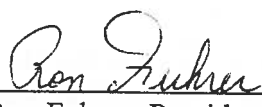


Eric Tollefsen, Executive Director
Human Resources

Date

4/19/07

AGREED:



Ron Fuhrer, President
Anchorage Education Association

Date

4/10/07