


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 or elect to take Leave Without Pay for the following 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.
4. Members planning to apply to teach summer school prior to their retirement or resignation will submit a Notice of Resignation for the purpose of retirement or resignation to the District, effective on the last working day of summer school, by 5:00 p.m. on the last working day of March. If not selected to teach a summer school session, their last working day will be changed to reflect the last working day of the contract year. These members will continue to have health care coverage until they begin receiving retirement medical coverage, but in no case later than August 31st of that year.
5. Members who qualify for and elect disability retirement after the last workday in March but prior to the start of a new contract year will continue to have health care coverage up to the beginning of the month they start receiving disability retirement medical coverage, but in no case later than August 31st of that year.
6. Members who are retiring prior to the start date of a new contract year, but who will not reach retirement age until July or August following the end of a contract year, will have their health care coverage continued up to the month they begin receiving retirement medical coverage - but no later than August 31st - provided they submit a Notice of Resignation for the purpose of retirement, effective at the end of the month in which they reach retirement age, by 5:00 p.m. on the last District workday in March of that contract year.

AGREED:


Eric Tolleisen, Executive Director
Human Resources

Date

9/17/07

AGREED:


Ron Fuhrer, President
Anchorage Education Association

Date

9/17/07