

MEMORANDUM OF UNDERSTANDING  
ALLOWING "OPT OUTS" FROM TEACHER'S INSURANCE PACKAGE  
COVERAGE

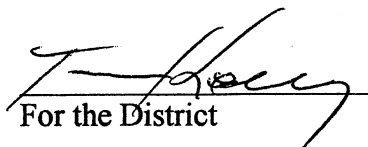
Between Bethel School District and Eugene Education Association  
2009-2012

The JIBC (Joint Insurance and Benefits Committee) shall annually consider if "opt outs" for any of the three tiers of FTE (.9 FTE to 1.0 FTE, .7 FTE to .89 FTE, and .5 FTE to .69 FTE) will be allowed.

Should "opt outs" be allowed for any FTE class, the monies bargained on behalf of said members who choose this option shall instead be contributed to the Teacher's Insurance Reserve Fund. (Minus a ten 10% handling fee to be placed back in the District's general fund)

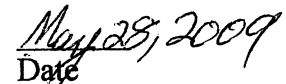
Members who "opt out" under this provision may re-enter at the following open enrollment period through the following process:

1. Should members provide proof of medical and dental coverage during their absence from the Bethel Group plan they will be allowed to re-enter with no waiting or pre-existing condition considerations.
  - a. Should members provide proof of life, LTD, or other coverage included within the Bethel plan, no waiting or pre-existing conditions shall apply should the member reenter.
2. Should members be unable to provide proof of coverage during their absence from the Bethel plan they will be held to any waiting or pre-existing conditions that Bethel's insurance carriers require.
3. Should members have a change in family status, or a qualifying event, as defined by law or IRS rules, they will be allowed to participate, consistent with the applicable rules at that time.

  
For the District

  
Date

  
For the Association

  
Date