

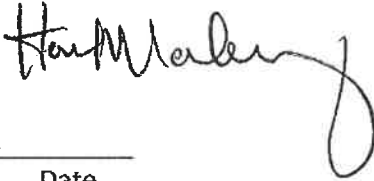
**LETTER OF UNDERSTANDING
BETWEEN
LAKE WASHINGTON SCHOOL DISTRICT NO. 414
AND
LAKE WASHINGTON EDUCATION ASSOCIATION**

The District and the Association agree that the December 31, 2019 balance of Pool money, as identified in Section 22.2, Pooling, of the CBA between the Parties, will be applied to cover the premium cost of the Washington Paid Family Medical Leave program (PFML) for eligible LWEA employees. The usage of the Pool money is to cover the LWEA employee portion of the premium coverage for the period of January 1, 2020 through December 31, 2020 only. The District will be responsible for its portion of the premium. Any remaining Pool dollars will be used to reimburse LWEA members for medical premium costs over the minimum ten-dollar (\$10.00) payment.

Effective January 1, 2021, LWEA employees and the District shall each be responsible for their portion of the premiums as established by law. Further, other than the agreement above, eligibility and benefits shall be determined in accordance with law.

AGREED:

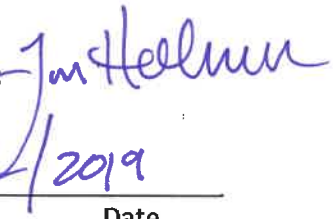
For the Association:



Dec. 11, 2019

Date

For the District:



12/12/2019

Date