

## **RESOLUTION NO. 943**

### **VEBA HEALTH REIMBURSEMENT ARRANGEMENT PLAN (VEBA PLAN)**

**A RESOLUTION** of the Board of Directors of Everett School District No. 2, Snohomish County, Washington, to provide eligible employees a VEBA Health Reimbursement Arrangement Plan, and

**WHEREAS**, the Internal Revenue Code Section 501(c)(9) allows for the creation of a voluntary employees' beneficiary association which is an employee-sponsored, tax-exempt health and welfare trust; and

**WHEREAS**, IRS guidelines and regulations allow an employer to offer Health Reimbursement Arrangement ("HRA") plans; and

**WHEREAS**, such HRA plans are available to school and educational service districts in Washington; and

**WHEREAS**, the VEBA Trust for Public Employees in the State of Washington ("Trust") offers and will administer an HRA entitled "The Voluntary Employee Benefit Association Health Reimbursement Arrangement Plan For Public Employees of the State of Washington (VEBA Plan) as Amended and Restated January 1, 2007" ("Plan"); and

**WHEREAS**, the Everett School District ("District") has determined that establishing an HRA plan which provides a tax-free defined contribution account for employees to pay for medical, dental, vision and tax qualified long-term care premiums and non-covered healthcare expenses is in the best interest of the District and its employees; and

**WHEREAS**, the District desires to establish an HRA plan for its employees; and

**WHEREAS**, the District desires to use the services of the Trust to administer such Plan;  
and

**WHEREAS**, such HRA established by the District will be administered in accordance with the Plan documents provided by the Trust on file in the District office.

**NOW, THEREFORE**, the Board of Directors hereby resolves as follows:

Section 1. Effective, July 1, 2009 the District hereby elects to participate in the Plan and Trust as presently constituted or hereafter amended using the Trust as its plan administrator for the benefit of eligible District employees as defined by District policies or collective bargaining agreements.

Section 2. The Plan will be funded with employer contributions in amounts determined from time to time pursuant to employer policies and collective bargaining agreements.



~~Director of Finance & Budget~~

Additionally, said Plan Document is on file in the central office of the District.

**ADOPTED BY** the Board of Directors of Everett School District No. 2 at its regular meeting held on May 26, 2009.

Sue Cooper  
President

*Edwin R. Pfesser*  
Vice President

Vernie Duck  
Board Member

Karen Omasa  
Board Member

Attest:

  
Secretary of the Board

Carol Andrews  
Board Member