

**AMENDED AGREEMENT AND RESTATED DECLARATION OF THE
TUCSON UNIFIED SCHOOL DISTRICT EMPLOYEE BENEFIT TRUST**

THIS AMENDED AGREEMENT AND RESTATED DECLARATION OF TRUST ("Trust Agreement" or "Agreement") is made and entered into this 17 day of November, 2020, between Tucson Unified School District (hereinafter referred to as "School District"), acting by and through its Governing Board, and certain persons (hereinafter referred to collectively as the "Trustees" and individually as a "Trustee") for the administration of the Trust known as the "Tucson Unified School District Employee Benefit Trust" (hereinafter referred to as the "Trust"), in accordance with the terms and provisions of this instrument. A Trustee has no responsibility for actions or inaction relating to the Trust or the administration thereof prior to his or her acceptance of the role of Trustee. A Trustee's acceptance may be in the form of his or her signature to this Agreement or by appointment as a successor Trustee.

W I T N E S S E T H:

WHEREAS, A.R.S. Sections 15-382 and 15-502 authorize School District to provide for a self-insurance program; and

WHEREAS, pursuant to that certain Agreement and Declaration of the Tucson Unified School District Employee Benefit Trust, dated July 1, 2010 ("Initial Declaration"), School District and certain employees of School District (hereinafter referred to as "Employees") have participated in a program (hereinafter referred to as "Health and Welfare Program" or "Program") whereby School District provides and maintains certain health and welfare benefits for Employees and for certain eligible members of Employees' families who are covered by the Program, which has been administered by the Trustees through the Trust established in accordance with the Initial Declaration; and

WHEREAS, School District and Employees contribute monies to the Trust, and said monies constitute a trust fund (hereinafter referred to as the "Trust Fund") that are held for the benefit of Employees and their eligible dependents in accordance with the Program and with this Trust Agreement; and

WHEREAS, School District and Trustees desire to continue to administer the Program through the Trust; and

WHEREAS, to effect the aforesaid purpose, it is mutually necessary or desirable and in the best interest of School District to redeclare the Trust and confirm the purpose of the Trust and use of the Trust Fund for and in the manner more particularly set forth herein.

NOW THEREFORE, in consideration of the promises, covenants, agreements, terms, obligations and duties herein set forth, it is understood and agreed as follows:

ARTICLE I – DEFINITIONS

It is mutually understood and agreed by and between the parties hereto that the following definitions apply to this Trust Agreement:

- 1.01 “Trust Agreement” means and refers to this Amended Agreement and Restated Declaration of Trust and any modifications or amendments thereto.
- 1.02 “School District” or “District” means and refers to the Tucson Unified School District, a school district organized and existing under the laws of the State of Arizona.
- 1.03 “Trustees” means and refers to the Trustees and their successors provided for in this Trust Agreement.
- 1.04 “Self-insurance Program” means insurance programs established, and wholly or partially funded, by the School District Governing Board.
- 1.05 “Health and Welfare Program” means the program of benefits established or to be established by the Trustees pursuant to this Trust Agreement. This includes all benefits set forth in Exhibit A, attached hereto, and the administration thereof.
- 1.06 “Employee(s)” means and refers to all benefit-eligible persons who have been employed by the School District on a regular basis, and with eligibility as defined in the Plan Document(s), as hereinafter defined. The term “Employee(s)” also includes those School District Governing Board members and former School District Governing Board members, and their spouses and dependents authorized by the School District and permitted by Arizona Revised Statutes, Section 15-387, as it may be amended from time to time, to participate in one or more benefits offered through the Trust at their own expense.
- 1.07 “Third-Party Administrator” refers to the entity designated by the Trustees to administer the “Health and Welfare Program.”
- 1.08 “Fund” means and refers to the Trust Fund created by the Initial Declaration, and shall mean generally the monies, property, contracts, or things of value, tangible or intangible, received and held by the Trustees for the uses and purposes set forth herein.

1.09 "School Contributions" means contributions made by Tucson Unified School District to the Fund for the Health and Welfare Program.

1.10 "Employee Contributions" means the contributions made by the Employees of Tucson Unified School District to the Fund.

1.11 "Plan Document(s)" means and refers to the document(s) containing certain information relating to self-funded and insured benefits available to Employees through the Program.

ARTICLE II - NAME OF TRUST

The name of this Trust is and shall be the "Tucson Unified School District Employee Benefit Trust" or "T.U.S.D. Employee Benefit Trust" ("EBT" or "Trust") and shall in all respects be governed by the laws of the State of Arizona and administered to accomplish the purposes expressly, and by necessary implication, contained herein.

ARTICLE III - PURPOSE OF TRUST

3.01 - Purpose

The purpose of this Agreement is to restate the declaration of the Tucson Unified School District Employee Benefit Trust and amend the Agreement and Declaration of the Trust entered into on July 1, 2010, for the purpose of continuing to maintain the Trust Fund ("Fund") and establish the health and welfare benefits that are encompassed within the Program and subject to the Trust.

The express purposes and primary objectives of the Trust are:

- a. To establish and maintain a program of providing and maintaining health and welfare benefits for Employees of the School District, and for certain eligible members of their families;
- b. To serve as self-insurance within and according to the provisions of A.R.S. § 15-382;
- c. To pay for costs of training designed to reduce losses and claims;
- d. To pay for uninsured losses, claims, and defense costs related to the administration of the Trust;
- e. To pay for costs of administration and related expenses, whether through self-funded or insured programs or both;

- f. To reimburse the Trustees for any other expenses necessarily or properly incurred by them in the performance of their duties under this Trust Agreement; and
- g. To empower the Trustees to enter into (or to authorize the TUSD Procurement Office to enter into) contracts, procure insurance policies, or provide such benefits through self-funding to place into effect and maintain a desirable and fiduciary-responsible Schedule of Benefits, in accordance with statutory and regulatory requirements.

The foregoing expressions of purpose are not exhaustive and, in addition to other related objectives reasonably inferred from that list, the Trust shall have such other objectives as may be lawful under Arizona law.

3.02 – Principal Office

The Trust shall have its principal office at the District's central administrative offices, in the City of Tucson, County of Pima, State of Arizona (hereinafter referred to as the "Principal Office").

ARTICLE IV – TRUSTEES AND SUCCESSOR TRUSTEES

4.01 – Authority and Selection

The Trust shall be administered by the Trustees. The Trustees shall be selected by the School District.

4.02 – Composition and Term

The Trust shall be administered by not less than five (5) and not more than seven (7) Trustees, appointed by the School District Governing Board. The term of each trustee shall be three (3) years, which may be renewed by the Governing Board. The Trustees serving as of the date of this Amended Declaration of Trust shall be deemed to be appointed to their three-year terms upon the School District Governing Board's approval this Amended Declaration of Trust. No more than one (1) of the Trustees may be an Employee of the School District. Any Employee of the School District serving as a Trustee shall have professional experience with finance and/or benefits.

4.021 School District Governing Board Liaison

The School District Governing Board may appoint one of its members as its liaison to the Trust Board. This liaison shall be non-voting and shall not count toward a quorum for the Trust Board. The term of this liaison shall end

when the member's term on the Governing Board ends, when the member resigns as the liaison, or when the Governing Board votes to remove or replace the member, whichever occurs first.

4.03 – Trustee Bonds

As a qualification of continued service, each Trustee must be bonded, pursuant to A.R.S § 15-382(C). The bond amount of \$1 million per Trustee is provided for under the District's current Crime Policy, at no additional premium, with no cost to the Trust.

4.04 – Resignation/Removal

A Trustee may resign at any time. A Trustee may also be removed by the Trust Board upon motion and by majority vote of the Trust Board. In the event of the removal or resignation of a Trustee, the School District's Governing Board shall designate a successor to such Trustee (hereinafter referred to as "Successor Trustee") who, upon acceptance of his/her appointment in writing, shall succeed to the legal interest of his/her predecessor and have the same powers and duties. The School District may at any time designate an alternate Trustee, who shall serve in the absence of a removed or resigned Trustee until such time as the School District appoints a Successor Trustee.

4.05 – Successor Liability

No Successor Trustee shall be liable or responsible for any acts or defaults of his/her predecessor, or for any losses or expenses resulting from or occasioned by anything done or neglected to be done in the administration of the Fund or Trust prior to his/her appointment as Trustee, nor shall he/she be required to inquire into or take any notice of the prior administration of the Fund or Trust. A Successor Trustee is solely responsible for his/her actions as set forth in Article VIII.

ARTICLE V - POWER AND DUTIES OF TRUSTEES

5.01 – Acceptance

By signing their signatures to this Trust Agreement, the Trustees hereby accept the Trust and Trusteeship and declare they will receive and hold the Fund by virtue of this Trust Agreement for the uses and purposes and with the powers and duties herein set forth and none other. The Trustees shall faithfully keep and hold any and all monies they receive as Trustees for the purpose of the Trust and keep adequate and proper records thereof.

5.02 – Duties

- a. The Trustees shall hold, manage, care for and keep the Fund and collect the income and increments thereof, and shall keep and maintain adequate and proper records to render an annual audit, accounting and reports as hereinafter mentioned.
- b. The Trustees shall employ or hire such agents, attorneys, accountants, actuaries, employees or other persons, and may lease premises and equipment, as may be necessary or desirable in administering the Fund and carrying out its purposes in accordance with the statutory and regulatory requirements. The fees or compensation of any and all such persons shall be paid from the Fund.
- c. Any risk management consultant or insurance administrator employed by the Trustees shall be licensed under A.R.S. §20-281, *et seq.*, or §20-485, *et seq.*, and shall provide evidence of such license to the Trustees.
- d. When acting upon the advice of counsel for the Trust, the Trustees shall be relieved of all responsibility for actions undertaken in good faith.
- e. The Trustees may pay any and all taxes of whatsoever nature the Fund is or may be obligated to pay, and incur any reasonable expenses for supplies, rental of space, or other items or anything else believed to be necessary or desirable in administering the Fund and carrying out the objects and purposes of this Trust and Trust Agreement.
- f. The Trustees shall have all right, power and authority to do all those things which, in the opinion of the Trustees may be necessary or desirable for the administration and operation of the Trust and the Fund and to accomplish the objectives and purposes of this Trust Agreement.

5.03 – Authority of Trustees

- a. The Trustees, in carrying out the purposes of this Trust Agreement, shall have the power and the right to provide the intended benefits under this Trust by means of direct or self-funding by the Trust and/or by the procurement of group insurance contracts (permissible under the laws of Arizona), including group insurance contracts issued to and in the name of the Trust, together with such other forms of contracts issued by qualified insurance companies authorized to do business in the State of Arizona as may be selected by the Trustees, for the purpose of providing for all or part of the benefits provided for under this Trust.

- b. The Trustees are hereby expressly authorized to pay to any insurance-related company as may be selected by the Trustees the required premiums in connection with such group insurance contracts issued to the Trust.
- c. Decisions concerning whether benefits are provided by means of direct or self-funding or by the procurement of group insurance are within the sole and exclusive discretion of the Trustees.
- d. Prior to making a final decision regarding Health and Welfare Program benefits, the Trustees shall solicit and consider the input of any committee convened by the District or Governing Board for that purpose, including but not limited to, an Employee Advisory Committee formed pursuant to TUSD Policy GCBD-R. This paragraph (d) shall be effective beginning in Plan Year 2022-23.

5.04 – Limited Liability of Trustees

Should the Trustees select or provide for a self-funded policy, plan or program, no claims for benefits or for liabilities under such policy, plan or program shall be brought against any of the Trustees in their individual capacities. The sole and exclusive responsibility of the Trustees in relation to the management and operation of any self-funded policy, plan or program shall be limited to the exercise of due care in the selection of administrators, claim representatives, actuaries, or other officials charged with the administration of the self-funded policy, plan or program. In the event that submitted claims of Employees exceed available Trust Funds, the claims shall be paid in the order received.

5.05 – Benefits to be Provided

The Trustees shall obtain for the beneficiaries of the Trust the forms of employee benefits generally described in Article III herein, and more specifically described in Exhibit A hereto, which benefits may be eliminated or modified from time to time, at the discretion of the Trustees.

5.06 – Deposits and Benefits

All corpus or portions of the Fund not expended under Article V may be deposited by the Trustees in the name of the Trust in such depository or depositories as the Trustees shall from time to time select, and any such deposit or deposits should carry or bear interest. The Trustees are empowered to receive for the benefit of the Fund such interest as might accrue on the above deposits. If not so deposited, any accumulated funds not currently required for the purposes of this Trust may be invested by the Trustees in

reasonably secure, reasonably liquid investments permitted for investment of such funds pursuant to Arizona law and investment selections approved by the School District Governing Board. The Trustees may accumulate dividends or experience rating refunds or other monies, if any accruing, from any insurance policy or policies, deposits or investments. Such dividends, refunds or other monies, or all of them, shall be held in the Fund, applied to the payment of self-funded claims and the payment of insurance premiums or held, used or applied as herein set forth.

5.07 – Compensation

The Trustees shall not receive compensation for their services rendered. The Trustees shall receive reimbursement for actual reasonable expenses incurred in connection with their duties as Trustees.

5.08 – Other Persons and Interpretations

No person who is dealing with the Trustees shall be obligated to see to the application of any monies or property of the Fund, or to see that the terms of this Trust Agreement have been complied with, or to inquire as to the necessity or expediency of any act of the Trustees. Every instrument executed by the Trustees, or by their direction, shall be conclusive in favor of every person who in good faith relies upon it, that: (a) at the time of the delivery of the instrument this Trust Agreement was in full force and effect; (b) the instrument was executed in accordance with the terms and conditions of this Agreement; and (c) the Trustees were duly authorized to execute the instrument or direct its execution.

5.09 – Withdrawals

All checks, drafts, vouchers, or other withdrawals from the Fund or depositories for the transfer or liquidating of insurance policies or investments shall first be authorized by the Trustees and then signed by appropriate signators as determined by the Trust, except that checks for claims and monthly fee payments under the self-funded benefit provisions of this Trust may be signed by an authorized representative of the Third-Party Administrator responsible for administering the self-funded benefits.

5.10 – Disputes

In the event there shall be any disagreement between the Trustees and the Third-Party Administrator over exercise of powers granted herein, the Trustees shall prevail, and the Third-Party Administrator shall have no liability to any person with respect to such act or omission in the event it shall give notice in writing of its dissent from such act to each Trustee and to the School District.

5.11 – Employee Booklet

The benefits to be provided hereunder, whether by self-funding or insurance contract, shall be set forth in an Employee Booklet which explains eligibility rules for coverage for Employees and their eligible dependents.

5.12 – Chairperson and Recording Secretary

The Trustees shall elect from among themselves a Chairperson of the Trustees, who shall preside at all meetings of the Trustees and who shall be empowered to perform ministerial duties of the Trustees as the Trustees may from time to time delegate to him/her. The Chairperson shall appoint a Recording Secretary, who shall keep minutes of all meetings, proceedings, and acts of the Trustees, which records shall be available for inspection during normal business hours at the Principal Office of the Trust. The Recording Secretary need not be a Trustee.

5.13 – Meetings

The Trustees shall hold regular meetings at least once each quarter. The Trustees shall determine the time and place of the regular meetings. Special meetings of the Trustees may be called by the Chairperson. At least seven (7) days' written notice designating the time and place of any regular or special meeting shall be given to the Trustees; however, any meeting at which all Trustees are present, in person, or concerning which all Trustees have waived notice in writing, shall be a valid meeting without the giving of any notice. All meetings shall comply with Title 38, Chapter 3, Article 3.1 of the Arizona Revised Statutes. Trustees may attend meetings via teleconference or other electronic media.

5.14 – Voting

To constitute a quorum at any regular or special meeting of the Trustees, there must be present in person, or electronically, of more than one-half the Trustees.

5.15 – Meeting Place

All meetings of the Trustees shall be held at such location or locations as designated from time to time by the Trustees.

5.16 – Successors

Successor Trustees shall have all the rights, powers and duties of the original Trustees named herein. The Trust shall immediately notify the Third-Party Administrator(s) of the appointment of any successor Trustee.

5.17 – Fiscal Year and Audit

The accounting year of the Fund shall be on a fiscal year basis, commencing on the first day of July, and ending on the last day of June of the following year. Any report required by law shall be made by the Trustees. The Trustees shall have an annual audit and accounting of the Trust Fund conducted by an independent Certified Public Accountant in accordance with good accounting practices, at the end of each fiscal year. The CPA shall certify the accuracy of the audit and accounting. A statement of the results of each audit shall be available for inspection by authorized persons at the Principal Office of the Trust and in the School District office for a period of not less than five (5) years. Copies of the audit and generalized statements of the accounting and reports shall be delivered to each Trustee after each audit or at other times when necessary.

5.18 – Rules and Regulations

The Trustees shall have the power to adopt rules and regulations for the administration of the Fund and/or Trust, which shall be consistent with the covenants, terms, conditions, obligations and duties set forth in this Trust Agreement, and such rules and regulations shall be binding upon all persons dealing with the Fund and upon any and all persons claiming any benefits hereunder.

5.19 – Trust Bonds

The Trustees shall procure fidelity bonds for the Trust, each Trustee and persons authorized to receive, handle, deal with or draw upon the monies in the Fund for any purpose whatsoever, said bonds to be in such amount to reasonably aid in reimbursing bondable loss of money, and in any event shall meet the requirements of applicable federal and state law. Such bonds shall be obtained from a reputable fidelity or surety company or companies as the Trustees shall determine. If convenient, and in conformity with applicable law, such bonds may be position bonds. The cost of the premiums on such bonds shall be paid out of the corpus or income of the Fund. If any fidelity or surety company refuses to bond or write a bond for any Trustee, or other persons as described in this section, said Trustee or person shall not serve and shall resign.

ARTICLE VI – CONTRIBUTIONS TO THE FUND

6.01 – School Contributions

In order to effectuate the purpose hereof, the School District shall contribute to the Fund monies in an amount determined by the Trustees, subject to approval by the Governing Board, to be necessary to pay for the benefits provided through the Program. The School District contributions shall be due and payable as of the first day of the month. The School District's contributions shall be subject to District budgetary requirements, including but not limited to the requirements that the funds be budgeted within the Maintenance and Operation section and the budget limitation on increases as prescribed in A.R.S. §15-905.

6.02 – School Contributions Are Not Wages

The School District contributions to be paid into the Fund shall not constitute or be deemed wages due to Employees, nor shall the School District contributions in any manner be liable for or subject to the debts, contracts, or liabilities of the School District. Neither the School District, nor any Employee or beneficiary under the Plan shall have any rights, title, or interest in the Fund, except as otherwise specifically provided herein.

6.03 – Employee Contributions

Employees will be required to contribute to the Fund the amount determined by the Trustees to be appropriate for the benefits to be provided hereunder. All Employee contributions shall be made each pay cycle.

6.04 – Payment in Lieu of Benefits

No Employee shall have any right to receive any part of his/her own or the School District's contributions paid to the Employee directly in lieu of benefits.

6.05 – Payroll Deductions

All Employee contributions shall be paid by payroll deductions or by direct payment by the Employee to the School District. The School District shall remit to the Fund all monies obtained through payroll deductions in a lump sum each pay cycle.

6.06 – Payment

All contributions shall be payable to the name of the Trust and shall be paid in the manner and form determined by the School District. This Trust Agreement authorizes the Trust Board, at any time, to question both the sufficiency and accuracy of employer contributions and the manner by which contributions are paid.

6.07 – Reports

The School District shall make all reports required by the Trustees. The Trustees may at any time have an audit made by an independent Certified Public Accountant of the wage records of the School District in connection with contributions and/or reports.

6.08 – Irrevocability of Contribution

Subject to the provisions providing for termination of this Trust Agreement in Article XIII, all contributions to the Fund shall be irrevocable, and under no circumstances shall any monies properly paid into the Fund, or any part of the Fund, be recoverable by or payable to the School District or any Employee, nor shall any of the same be used for or diverted to purposes other than for the exclusive program of benefits for Employees and beneficiaries provided hereunder. The Fund shall not lapse at the close of the School District's fiscal year, except that any cash balance remaining after the termination of the Trust and settlement of all outstanding claims shall be used for reduction of School District taxes for the budget year.

ARTICLE VII RESERVES

7.01 Purpose

The purpose of this provision is to maintain a prudent level of cash reserves in the Fund to address anticipated future payouts, while recognizing that not all potential liabilities will result in actual cash outlays and some liabilities reflect expenses to be incurred over multiple future years.

7.02 Reserve Policy

The Trust shall maintain, at a minimum, a cash reserve sufficient to pay six (6) months of projected claims, premiums and expenses under the Trust.

7.03 Required Action if Reserve is Low

If at any future point of measurement, the cash reserve is lower than the required minimum amount, the Trustees shall develop and approve a plan to bring the amount above the minimum requirement within two (2) fiscal years, unless the Trustees and Governing Board agree on an alternate timeline for complying with the 6-month reserve target.

7.04 Required Action if Reserve is High

If at any future point of measurement, the cash reserve is more than eight (8) months of claims then the Trustees shall develop and approve a plan to reduce the reserve to the 6-month minimum reserve target.

ARTICLE VIII - PAYMENT OF BENEFITS

8.01 – Method of Payment

The Trustees shall arrange for payment of Program benefits through appropriately licensed vendor(s) appointed by the Trustees under Section 3.01g.

8.02 – Protection of Employees

Prior to payment of benefits to an Employee or his/her beneficiary, all assets of the Trust shall be owned by the Trust and shall not be liable in any way for any debt or obligation of any Employee or the School District. To the extent permitted by law, all Trust benefits subject to the Trust's possession and control at any time shall be exempt from attachment, garnishment, levy of execution, bankruptcy proceedings, or other legal process, but, in any event, any such assets shall be subject to such process only to the extent of such Employee's benefits hereunder as they fall due.

8.03 – Claim to Benefits

No Employee or other beneficiary shall have any right or claim to benefits under the Health and Welfare Plan except as specified in the policy or policies or contract or contracts or self-funded benefits procured or entered into pursuant to Articles II and III herein. Any disputes as to eligibility time, amount, or duration of benefits shall be resolved by the appropriate insurance carrier or Third-Party Administrator, under and pursuant to the policy or contract, and the Employees or other beneficiary shall not have any right or claim with respect to such determination against the Trust. In the case of self-funded benefits in the Program, any dispute as to eligibility, type, amount,

time or duration of such benefits shall be decided by the Trustees, and all disputes shall be finally settled pursuant to Article IX of this Agreement.

8.04 – Failure to Pay Benefits

Neither the School District nor the Trustees, in their individual capacities, shall be liable for the failure or omission, for any reason, to pay any benefits under the Health and Welfare Plan. If for any reason, including, but not limited to, epidemics, catastrophes, or normal depletion, the Trustees determine that self-insured funds are insufficient to pay the current claims, the amount of benefits payable to an Employee or dependent person shall, in all events, be limited to the extent that sufficient self-insured funds are available for the payment of all such claims, and in such event, benefit payments to Employees or dependents shall be limited to the extent that sufficient funds are available from the Trust Fund and shall be paid in the order received pursuant to Section 5.03. If any controversy or dispute exists concerning such matters, all disputes or controversies shall be settled by the dispute provision contained in Article IX of this Agreement.

ARTICLE IX – CONTROVERSIES AND DISPUTES

9.01 – Disputes

The Trustees shall have the power to construe, interpret and apply the provisions of this Agreement and any amendments, rules or regulations adopted in accordance herewith, and the terms used herein, and any construction, interpretation or application thereof adopted in good faith, shall be final and binding upon the Employees and their respective families, dependents, successors, assigns, executors, administrators, and/or legal representatives.

9.02 – Benefits Claims Settlement

The Trustees may, in their sole discretion, compromise or settle any disputed benefits claim or benefits claim controversy. However, the Trustees shall not approve an appeal to compromise or settle a disputed claim or controversy for a benefit that is not covered in the policy, plan or program (*i.e.*, weight loss surgery, cosmetic surgery, etc.). Prior to disbursing monies pursuant to a compromise or settlement, the Trustees shall submit any and all settlement or compromise offers to the Third-Party Administrator. The Third-Party Administrator shall, within ten (10) days, submit back to the Trustees a written report discussing the impact of said settlement or compromise offer on: (1) the solvency of the Trust; and (2) any other potentially significant financial impact. Any decision made by the Trustees in compromise or settlement of a disputed benefits claim or benefits claim controversy, or any

other compromise or settlement agreement entered into by the Trustees, shall be conclusive and binding upon all persons with an interest in the Trust and the Trust Fund.

ARTICLE X – RESPONSIBILITY

The Trustees shall only be responsible for monies after such monies are received from the District and Employees in accordance herewith. The Trustees or Successor Trustees shall only be responsible for any liability arising from their respective gross negligence, bad faith or willful misconduct in handling of the monies actually received in hand by them for execution and administration of the terms of the Trust and the Fund. The Trustees and Successors shall not be responsible for the actions or omissions of their Co-Trustees or Successors, nor for the actions or omissions of other agents, nor for any of the actions or omissions of any insurance company or its agents, servants, or representatives, including, but not limited to non-payment of claims by an insurance company or companies for any reason. No Trustee or Successor Trustee shall be entitled to any indemnification, court costs or attorney's fees for any liability arising from his/her own willful misconduct, bad faith or gross negligence.

ARTICLE XI – POWER TO AMEND

It is anticipated that in the administration of this Trust, conditions may arise that are not foreseen at the time of execution of this Trust Agreement, and it is the intention of the Trustees, and each and every party or person to this Trust Agreement that the power of amendment which is herein granted be exercised in order to carry out the spirit, object and purposes of this Trust. Therefore, the general power is granted by all parties to this Trust Agreement to the Trustees to amend this Trust Agreement by two-thirds vote of all Trustees and approval of the School District Governing Board. All parties to the Trust and all persons claiming any interest hereunder are and shall be bound thereby. Any such amendment shall be signed by each Trustee or his/her Successor Trustee.

The School District Governing Board reserves the right to alter, amend, or terminate this Trust and the terms under which it exists at any time by a memorandum in writing to the Trust Board.

ARTICLE XII – PARTICIPANTS' RIGHTS

12.01 No Rights to Fund

Except as specifically provided for in this Trust Agreement or in the benefit plans administered in accordance therewith, no Employee, or his/her participating dependent or any beneficiary thereof shall have any right, title,

or interest in or to the Trust Fund, or in or to the contributions or in or to the benefits provided hereunder. No Employee or participating defendant or beneficiary thereof shall be entitled to receive any part of the contributions in lieu of the benefits provided through a benefit plan, nor shall a participant who does not qualify for benefits have any claim to the contributions which may have been paid on his/her behalf.

12.02 Rights Non-Transferrable

No benefit, right or interest, if any, of the foregoing, is transferable or assignable by the Employee to another Employee or person, corporate or otherwise, except to physicians, hospitals and any other person(s) or institution(s) furnishing medical services within the terms of this Trust Agreement.

12.03 Funds Not Subject to Lien

No monies, property, or equity, of whatsoever nature, in the Fund, nor insurance policies or benefits or monies payable there from, nor investments, nor deposits nor any part or portion of the Fund, shall be subject in any manner by any Employee, or person claiming through such Employee, to ownership, anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, garnishment, attachment, execution, mortgage, lien or charge of whatsoever nature or kind, and any attempt to cause the same is and shall be null and void.

ARTICLE XIII – PROVISIONS RELATING TO INSURANCE-RELATED COMPANY

No insurance-related company that may issue any policies or contracts for the purpose of fulfilling the terms of this Agreement shall be deemed to be a party to this Trust Agreement, nor shall it be responsible for the validity of this Trust Agreement, nor is this Trust Agreement in any manner for the benefit of any insurance company or companies. No insurance-related company shall be required to look into the terms of this Agreement, or to question the authority of or action of the Trustees, or be responsible to verify that any action of the Trustees is authorized by the terms of this Agreement.

ARTICLE XIV - TERMINATION OF TRUST

14.01 – Termination on Recommendation of Trustees

Upon the recommendation of the Trustees, the School District's Governing Board may terminate this Trust at any time by an instrument in writing executed by the School District's Governing Board.

14.02 – Termination by the School District

Except upon recommendation of the Trustees, which is governed by Paragraph 14.01, above, this Trust may be terminated by the School District's Governing Board upon 90 days' written notice to the Trustees by an instrument in writing duly executed by the Governing Board.

14.03 – Notification of Termination

Upon termination of the Trust in accordance herewith, the Trustees shall forthwith notify all Employees and also all other necessary parties; and the Trustees shall continue as Trustees for the purpose of winding up the affairs of the Trust.

14.04 – Continue Until Wound Up

Notwithstanding any provisions herein concerning the duration and termination of this Trust, the Trust shall continue in existence for so long a period as may be necessary to wind up its affairs.

14.05 – Remaining Monies

Upon termination of this Trust, any and all monies remaining in the Fund after the payment of all unpaid claims and/or insurance premiums and other expenses and obligations of the Trust shall be paid or used for the continuance of one or more of the benefits of the character hereinabove contemplated, until such monies have been exhausted.

14.06 – Final Accounting

At such time as the Trust is terminated, the Trustees shall render a final accounting of the affairs of the Trust and the Trust Fund to the School District's Governing Board, and thereafter there shall be no claim or action against the Trustees and they shall have no further responsibility or duties and shall be discharged.

ARTICLE XV – MISCELLANEOUS

15.01 – Lawsuits

In the event any suit, action or proceeding is brought against the Trust, Trustees, one or more of the Trustees, or the Fund, in connection with any matter arising out of the administration of the Trust or Fund or in connection with this Trust Agreement or in connection with any action or omission of the Trustees or any one or more of the Trustees, or in the event of any suit, action or proceeding commenced by the Trustees, including but not limited to a

request for a judicial settlement of accounts, a suit for construction, a bill of interpleader, or any other matter relating to the Trust, the Trustees shall have the power and authority to employ counsel to represent them or one or more of them in any such suit, action or proceeding. Counsel fees and all other costs shall be paid from the Fund as long as the Trustees have acted in good faith and not with gross negligence, bad faith or willful misconduct, it being the intent to indemnify the Trustees against all honest mistakes in judgment and all acts or omissions that are not deliberate or willful violations of the duties of the Trustees. In addition, the Trustees shall have the right to commence and prosecute such suits, actions or proceedings as seem to them necessary and proper in order to protect the interest of the Trust and Fund, and, in this connection, the Trustees shall have the same rights and reimbursements for costs concerning the prosecution of such suits as heretofore described in defending lawsuits.

15.02 – Worker’s Compensation

The insurance coverage contemplated by this Trust Agreement shall not apply in any case which is covered under Workers’ Compensation Laws.

15.03 – Fiduciary Liability

The fiduciary liability for and funding of all eligible benefits as determined by the Plan Document shall be the sole responsibility of the School District in the Trust.

15.04 – Situs

The City of Tucson, County of Pima, State of Arizona shall be deemed the situs of the Fund created hereunder. All questions pertaining to validity, construction and administration shall be determined in accordance with the laws of such State and County. This Trust Agreement is deemed, made, executed and delivered in such City, County, and State.

15.05 – Construction

Wherever any words are used in this Trust Agreement in the masculine gender, they shall be construed as though they were also in the feminine or neuter gender in all situations where they would so apply, and wherever any words are used in this Trust Agreement in the singular form, they shall be construed as though they were also used in the plural form in all situations where they would so apply, and wherever any words are used in this Agreement and Declaration of Trust in the plural form, they shall be construed as though they were also used in the singular form in all situations where they would so apply.

15.06 – Severability

Should any provision or term in this Trust Agreement be deemed or held to be unlawful or invalid for any reason, such fact shall not adversely affect the provisions herein contained unless such illegality shall make impossible or impractical the functioning of the Trust; in such case the School District shall immediately adopt a new provision to take the place of the illegal or invalid provision.

15.07 – Internal Revenue

This Trust Agreement is being entered into and the School District contributions are being made upon the condition and understanding of the School District that all payments made by the School District to this Fund are legally deductible as a business expense of the School District for tax purposes under State and Federal laws, and that the same are not taxable to the Employee as compensation. The parties hereto, individually and collectively, agree to take or cause to be taken any and all steps that may be necessary or advisable in order to obtain and maintain a tax-exempt status for this Trust. If any provisions of this Trust Agreement are held to render contributions by the School District into the Trust non-deductible for tax purposes, or taxable to the Employee, or to render income received by the Trust non-exempt from taxation, the necessary steps to remedy such non-deductibility or taxability shall be taken immediately.

ARTICLE XVI – SUBROGATION

If, in the opinion of the Third-Party Administrator, it appears a person entitled to benefits under the Program may have been injured through the act or omission of another person, the Trust shall provide the benefits relating to such injury only on condition that the covered person shall agree in writing:

1. To reimburse the Trust to the extent of the benefits provided, immediately upon collection of damages, whether by legal action, settlement or otherwise; and
2. To provide the Trust or its designee with a completed and signed Lien and Order Directing Reimbursement of Medical Payments, to the extent of benefits provided by the Trust.

IN THE EVENT THE CLAIMANT FAILS TO, OR REFUSES TO EXECUTE WHATEVER ASSIGNMENT, FORM OR DOCUMENT AS REQUESTED BY THE THIRD-PARTY ADMINISTRATOR OF THE TRUST, THE TRUST SHALL AND IS HEREBY RELIEVED OF ANY AND ALL LEGAL, FINANCIAL, OR CONTRACTUAL OBLIGATION

CONTAINED IN THIS TRUST FOR ANY BENEFITS OR COVERED EXPENSES INCURRED BY THE COVERED PERSON.

ARTICLE XVII - STOP LOSS PROVISION

An integral part of the Trust will be a "specific" and "aggregate" stop loss reinsurance for the first year of operation under the self-insured model. The Trust Board may discontinue the aggregate level in subsequent years upon review of the annual renewal and any actuarial recommendations from the District's benefits consultant and TUSD's Chief Financial Officer. Stop loss coverage will be provided by an authorized carrier licensed to execute contracts in the State of Arizona.

ARTICLE XVIII - CAPTIONS

It is understood and agreed that the captioned headings are for convenience only and are not and shall not be a part of this Trust Agreement and in no manner whatsoever define, limit or expand any of the terms, obligations or conditions hereof.

ACCEPTANCE

IN WITNESS HEREOF, the School District's Governing Board members and the Trustees have affixed their signatures as of the day and year first above written.

**GOVERNING BOARD MEMBERS OF TUCSON UNIFIED SCHOOL DISTRICT AND
TRUSTEES OF TUCSON UNIFIED SCHOOL DISTRICT EMPLOYEE
BENEFIT TRUST ACCEPTANCE.**

The undersigned hereby accepts the foregoing Amended Trust Agreement and Restated Declaration of Trust and agrees to be bound by the provisions thereof.

SCHOOL DISTRICT GOVERNING BOARD



Kristel Ann Foster



Rachael Sedgwick



Leila Counts



Bruce Burke

Adelita S. Grijalva
Adelita Grijalva

11/17/2020
Date for all five (5) signatures

TRUSTEES

Mark Mansfield
Mark Mansfield (Jan 26, 2021 13:58 MST)
Mark Mansfield

Jan 26, 2021
Date

W. Mark Clark
W. Mark Clark

Nov 24, 2020
Date

Wilette Diggs
Wilette Diggs (Nov 27, 2020 06:59 MST)
Wilette Diggs

Nov 27, 2020
Date

Marlene Rodriguez, MD
Marlene Rodriguez, MD (Dec 6, 2020 10:50 MST)
Dr. Marlene Rodriguez

Dec 6, 2020
Date

Peter B. Herran
Peter B Herran (Nov 27, 2020 08:15 MST)
Peter Herran

Nov 27, 2020
Date

Bruce A. Burke
Bruce A. Burke (Dec 6, 2020 11:10 MST)
Bruce Burke

Dec 6, 2020
Date

EXHIBIT A

Tucson Unified School District Employee Benefit Trust
Self-Funded Preferred Provider Medical Plan

- Self-Funded Medical Plan
- Pharmacy Benefits
- Provider Network
- Stop Loss Insurance