

Health Insurance

Effective January 1, ~~2009~~, 2010 the Board agrees to contribute to the district flexible benefits plan \$358.83 per month for employees electing the Basic Plan option; \$524.23 per month for employees electing Health Maintenance Organization (HMO) options; \$524.23 per month for employees electing the Exclusive Provider Organization (EPO) option or \$524.23 per month for employees electing the Preferred Provider Option (PPO). ~~Effective January 1, 2009, a employee who exercises his/her option to opt out of the district flexible benefits plan shall receive the annual amount of \$657.00 (\$54.75 per month).~~

~~The board adopted health care insurance rates are to be found in the Employee Benefits Handbook, which will be distributed to each employee annually.~~

The board-adopted health care insurance rates shown in the Appendix of this Agreement are informational only.

In addition, the Board shall provide the following benefits:

The Union shall be invited to submit to the Board written recommendations as to the content of bid specifications for the district hospitalization/medical options and benefit plans as provided herein. The Union shall be provided a copy of such final bid specifications prior to such being recommended to the School Board for approval. For calendar year ~~2009~~, 2010 the Board will offer at least one Preferred Provider Organization (PPO)-type option and one Health Maintenance Organization (HMO)-type option.

~~Effective January 1, 2001, the Board agrees to contribute \$7.69 per pay period for 26 paydays or \$9.52 per pay period for 21 paydays (maximum of \$200 per plan year) for each employee to use solely toward the purchase of benefits offered within the District's Section 125 Cafeteria Plan. The Section 125 Plan year is January 1 to December 31. Any amount not used toward the purchase of Section 125 benefits will be forfeited.~~

Vision Insurance

A vision insurance plan in which covers each individual employee may choose to participate as a payroll deduction will be offered. ~~at no cost to the employee.~~ Such plan shall include the option of dependent coverage which each employee may choose to take as a payroll deduction.

Life Insurance

The Board shall provide to each employee, without cost to the employee, group term life insurance in an amount equal to the annual salary of the employee as

reflected in the salary schedule of this Agreement. Such amount to be computed to the nearest one thousand dollars (\$1,000). Each employee may, at his/her own cost, purchase a maximum amount equal to ~~four (4)~~ three (3) times his/her annual salary by giving written authorization for payroll deductions thereof as prescribed by the Board. The amount that such insurance coverage can be increased in any one insurance plan year shall be limited to one (1) times the annual salary of the employee.

Insurance Committee

No less than three (3) members of the Superintendent's ~~Employee Benefits Insurance Advisory~~ Committee shall be named by the Union President or designee. If the proportion of employees to non-employees on such committee shall be altered, the Union President or designee shall have the right to name additional employee(s) so the composition of such committee shall remain the same as the ratio which prevailed during the 1981-82 school year.

Benefits Eligibility

1. Regular, full-time employees will be eligible to enroll in employee benefits effective following the completion of forty-five (45) calendar days of employment as a regular full-time employee.
2. Employees working twenty-five or fewer hours each week, part-time, substitute and short-term contract employees shall not be eligible for employee benefits including, but not limited to, health care, dental and vision coverage.
3. Benefits eligibility for substitute, part-time and short-term contract employees as well as those who work twenty-five (25) or fewer hours each week, and are subsequently hired to a regular, full-time position will be effective following the completion of forty-five (45) calendar days of employment as a regular full-time employee.
4. ~~Employees currently under contract for the 2002-03 school year working twenty five (25) or fewer hours each week shall earn full benefits through June 30, 2003.~~

Retroactivity of Contribution (Premium) Collections

Payroll deductions for employee contributions (premiums) for insurance benefits shall be retroactive to January 1 of each insurance plan year should the Union and Board fail to approve and ratify agreement as to those contributions (premiums) prior to January 1 of each calendar year.