

ARTICLE VII

HEALTH AND WELFARE BENEFITS

NOTE: Article VII was revised in alignment with the October 6, 2022 (2022-23 Me Too Clause) Memorandum of Understanding, which was ratified by the Board at the December 14, 2022 Board Meeting.

7.1 Each member of the bargaining unit shall have the option of either receiving health, vision, and/or dental insurance premiums withdrawn from their pay on a pre-tax basis pursuant to the Pre-Tax Premium Contribution Plan, or may opt to receive a cash benefit as defined in sections 7.2, 7.3, 7.4 and 7.5. Bargaining unit members opting to receive the cash benefit should be aware that options may be available for investing such cash benefits or a portion thereof in tax-free accounts. All employees choosing to receive the cash benefit must show proof of insurance coverage to qualify for the cash back option.

7.2 Employees Eligible for Benefits Prior to Ratification (04/21/93)

The District will increase the salary of each full-time bargaining unit member by a dollar amount equal to the cost of Kaiser family coverage and Delta Dental single coverage for the purpose of funding pre-tax health and dental premium contributions and cash benefits for bargaining unit members. For part-time bargaining unit members who are scheduled to work one-half (1/2) of the day or more, the District will increase the salary by a pro rata amount per month for the purpose of funding pre-tax health and dental premium contributions and cash benefits for bargaining unit members.

7.3 Employees Eligible for Benefits After Ratification (04/21/93)

7.3.1. For the 2022-23 school year, all bargaining unit members who require, and enroll in, family coverage will receive one thousand three hundred and eight-two dollars and ninety-eight cents (\$1,382.98) per month for the purpose of funding pre-tax health and

dental premium contributions and benefits. Those who enroll in the two party or single parent coverage will receive nine hundred and seventy-nine dollars and eighty-five cents (\$979.85) per month for the purpose of funding pre-tax health and dental premium contributions and benefits. Bargaining unit members who select single coverage will receive eight hundred and fifteen dollars and thirty-six cents (\$815.36) per month for the purpose of funding pre-tax health and dental premium contributions and benefits. For part time bargaining unit members who are scheduled to work one-half (1/2) of the day or more, the District will increase the salary by a pro rata amount per month for the purpose of funding pre-tax health and dental premium contributions and for bargaining unit members.

7.4 Employees Eligible for Benefits before ratification date May 11, 2000.

Employees hired before ratification date May 11, 2000, shall be eligible for the full amount of the premium contribution either as stated in paragraph 7.3 or have the option to receive a cash benefit of four hundred eighty-six dollars and thirty-nine cents (\$486.39) per month.

Bargaining unit members selecting the option to receive the cash benefit should be aware that option might be available for investing such cash benefits or a portion thereof in tax-free accounts. For part time bargaining unit members who are scheduled to work one-half (½) of the day or more, the District will increase the salary by a pro rata amount per month for the purpose of funding pre-tax health and dental premium contributions and cash benefits for bargaining unit members.

7.5 Employees Eligible for Benefits hired on or after ratification date May 11, 2000, and who provided service prior to October 7, 2004. Employees shall be entitled to the full amount of the premium contribution as stated in paragraph 7.3 or have the option to receive \$125.00 per

month if they choose not to receive any portion of the health and welfare benefit package (i.e.: medical, dental or vision coverage). An employee who elects to choose any portion of the District paid health and welfare benefit package will receive no cash back. All employees hired after the above date shall provide the District with proof of medical insurance coverage annually to qualify for the cash back option. For part-time bargaining unit members who are scheduled to work one-half ($\frac{1}{2}$) of the day or more, the District will increase the salary by a pro-rata amount per month for the purpose of funding pre-tax health and dental premium contributions or cash benefits for bargaining unit members.

7.6 Employees Eligible for Benefits Who Begin Service for the 2004-05 School Year Employees shall be entitled to the full amount of the premium contribution as stated in paragraph 7.3 but shall not be entitled to any cash per month option. For part-time bargaining unit members who are scheduled to work one-half ($\frac{1}{2}$) of the day or more, the District will increase the salary by a pro-rata amount per month for the purpose of funding pre-tax health and dental premium contributions and benefits for bargaining unit members.

7.7 Employees on approved leaves of absence without pay will have the option to continue to receive health and welfare coverage as specified by this article by submitting a personal check made out to the school district for the full amount of the monthly premium. This is contingent upon the insurance carrier's agreement to provide such coverage.

7.8 For those continuing employees working a regular ten-month year, the District shall maintain the health benefit premium during the summer months at the same level as the District contributed during the school year.

7.9 Should an employee in the bargaining unit be terminated, either voluntarily or involuntarily, such employee will not be entitled to paid benefits thereafter.

7.10 An advisory committee shall be formed to make recommendations to the Board and the Associations regarding plan and coverage changes. CSEA Chapter 745 and the District may appoint three representatives each to this committee.

7.11 Retiree Benefits

The District will pay the medical premium at the rate in effect for the employee at the time of retirement, and has been in this plan for at least two (2) open enrollment periods, until age of Medicare eligibility. The employee must have worked in the District for at least 15 consecutive years prior to retirement, reached age 55 and enter the PERS retirement system upon leaving the District. Employees who had notified the District in writing by November 1, 2001 of their desire to retire would be covered under the contract agreement dated prior to July 1, 2001, which allowed retirement at age 50 with 15 consecutive years of service.