

Association's health insurance proposal to board
January 17, 2017

ARTICLE 12:

INSURANCE 12.1 July 1, 2017 through December 31, 2017 The district or supervisory union will offer teachers membership in either of the following Blue Cross/Blue Shield plans provided by the Vermont School Board Insurance Trust (VSBIT): (1) the Vermont Education Health Initiative (VEHI) Dual Option Insurance Plan or (2) Plan JY Managed Benefit Plan (VSBIT Plan B).

Teachers may select either single, two-person, or family coverage membership in VEHI or VSBIT Plan B. The district or supervisory union will contribute toward the premium costs of said plans to the percentages or amounts noted below, and teachers shall pay the remainder of the premium cost through a plan of payroll deduction. The school district or supervisory union will establish and maintain a pre-tax Internal Revenue Code 125 Premium Conversion/Premium Only Plan for teachers' contribution to health insurance.

The Board contribution percentage will be as follows:

VEHI dual option (single, two-person, or family): 80% of the premium

Plan B JY Managed w/managed care mental health: Single: \$2,889 Two-Person: \$5,695 Family: \$7,659

Effective January 1, 2018 the District will contribute a percentage of the cost of the health insurance premium for each full time teacher participating in one (1) of the four (4) group health insurance plans offered by the District through VEHI. The District's contribution to the cost of a full time teacher's health insurance premium will be a percentage of the annual cost of the respective plan as follows:

	Platinum	Gold	Gold CDHP	Silver CDHP
Percentage	70%	75%	90%	95%

An eligible teacher may select single, two-person, parent and child(ren) or family coverage under any of the available plans offered by VEHI. A teacher electing coverage under any of the VEHI plans may apply the District's premium contribution to the cost of the Plan selected in an amount up to but not to exceed the cost of the premium for the level of coverage selected.

Teacher contributions to the cost of health insurance premiums will be made by payroll deduction on a pre-tax basis through a Section 125 Plan administered by the employer.

In addition to the premium contributions referenced above, the District will establish and maintain Health Reimbursement Accounts (HRA) for teachers who elect coverage. The

District will fund the HRA maintained for any full time teacher participating in health plans to the following levels, as a percentage of the Total Out of Pocket Maximum costs for the respective plan, for each plan year (January 1 through December 31) as follows:

	Platinum	Gold	Gold CDHP	Silver CDHP
Percentage	90%	80%	100%	65%

Funds in the HRA will be available and may be used solely to pay for qualified medical and prescription expenses that track toward the annual deductible of the Plan selected. Unspent funds will not roll over or accumulate from year to year, but will revert back to the District. Teachers will be responsible for payment of qualified medical and prescription expenses that track toward the annual deductible only after funds in the HRA are exhausted. Teachers are responsible for the payment of any coinsurance charges incurred up to the out of pocket maximums for the Plan selected.

The district's contribution toward premium costs will be pro-rated for part time teachers who are eligible to join the group health insurance plan. The District's contribution toward HRA funding will be pro-rated for teachers who either become employed or who become eligible for insurance after January 31 of any Plan Year.

The District will be responsible for the administrative costs of operating the HRA plan. Any substantive or procedural issue related to the operation or administration of the HRA Plan not specified herein is left to the discretion of the District.

12.5 Health and/or insurance coverage shall become effective and terminate as allowed by the carrier and as prescribed by law.

A. The insurance year shall cover the period of September 1 through August 31 for teachers on staff on June 30 of the preceding school year.

B. Teachers issued a contract during the period of July 1 through August 31 shall be enrolled as of the following September 1, subject to timely receipt of application by the insurance carrier. **If the teacher is enrolled in a health plan which is eligible for an HRA contribution the amount of that contribution will be pro-rated for the four months remaining in the first calendar year of employment.**

C. Teachers issued a contract subsequent to August 31 shall be enrolled as of the date of employment or as of the date the enrollment application is accepted by the insurance carrier, whichever is later. **If the teacher is enrolled in a health plan which is eligible for an HRA**

contribution the amount of that contribution will be pro-rated for the four months remaining in the first calendar year of employment.

D. In the event of the death of an insured teacher during the contract year, the district or supervisory union will continue its share of payment for single, two-person or family health coverage, if any, for the teacher's covered dependents through the end of the calendar month following the date of the teacher's death.

E. Teachers applying for change in insurance status (to single, two-person, **parent and child(ren)** or family coverage) shall have their new coverage effective upon acceptance by the insurance carrier.

1. The district's or supervisory union's contribution toward insurance coverage shall cease as of the date of termination of employment in those cases where a teacher is released from his/her contract in accordance with Article 3.

2. The district's or supervisory union's contribution toward insurance coverage shall cease as of August 31 next following the nonrenewal of a teacher's contract.

3. The district's or supervisory union's contribution toward insurance coverage shall cease as of August 31 next following a teacher's reduction in force.

12.6 The school district or supervisory union shall pay an annual sum of five hundred dollars (\$500) to any teacher who chooses not to participate in the district's or supervisory union's group medical insurance program, unless the teacher receives health insurance coverage as the dependent of another person employed within the Barre Supervisory Union. Teachers who elect to receive this option shall be paid in a lump sum payment. The lump sum payment will be made at the date nearest the last payroll period in June. Any teacher electing this option shall provide proof of health insurance coverage from another source. A teacher electing the cash in lieu of insurance option shall notify the Superintendent and provide proof of alternative insurance coverage annually prior to July 1. New employees electing this option will notify the Superintendent and provide proof of alternative insurance coverage within thirty (30) days of employment.

A teacher may receive coverage under the district's or supervisory union's group health insurance plan as either the primary covered person or as a dependent, but not both.

For the insurance purposes, a teacher's FTE will be the sum of the teacher's FTEs in Each district and/or the supervisory union.

BEA and BTEA proposal to board, January 17, 2017

*denotes proposals that are unchanged

***10.1 Teachers are professional employees. Teachers will meet their professional obligations and structure their workday to achieve this end.** The length of the assigned teacher workday within each school will be substantially equivalent for all full time teachers. ~~It will be 7 hours for teachers at BCEMS and BTEMS, and will be 7 hours and 30 minutes for all~~ **full-time teachers at SHS/CVCC. The work day will include 45 minutes prior to the start of regular classes for the purpose of collaboration and meetings. Teachers will have a minimum of 40 minutes planning time each day and no more than two additional duties each week.** Individuals employed in non-regular classroom positions will be scheduled in a manner to assure accessibility by children. These schedules will be designed with staff input, with final determination made by administration.

***10.6 An attempt shall be made by the administration to obtain qualified substitutes for all teachers who are absent. In the event that a substitute cannot be found, administration may ask a teacher to substitute during their planning time, including teachers keeping classes scheduled for specials. Accepting a request to substitute must be voluntary for teachers and teachers will be compensated twice the rate a substitute teacher would have been paid in addition to their regular salary. In a case where there is regularly an additional teacher in the classroom who is not the teacher of record, and that teacher is asked to substitute, they will be paid the substitute rate in addition to their regular salary.**

Association's package proposal for 12.1, 12.5, 12.6, see separate document.

12.8/14.1/15.2/15.5/15.7

Association may TA Board's package proposal from 12/14/16 as written, pending questions

12.2/13.10/17.2/App B#1

Association rejects board's package proposal.

13.7 Association will TA board's 12/14/16 proposal as written.

13.10 Teachers will be compensated at the current IRS mileage rate whenever they use their automobiles during the school day to conduct official school business which has been specifically authorized and approved by the administration. Teachers who regularly travel between schools within the Supervisory Union as part of their normal teaching assignment shall receive a **one hundred fifty one hundred (\$100) (\$150)** dollar per year mileage stipend in lieu of the aforementioned mileage reimbursement rate.

17.1 Association will TA board's 12/14/16 proposal as written.

***17.2 Up to five (5) additional days will be granted in the event of death of any of the following: the**

teacher's spouse, children, parents, grandparents, siblings, step-children, step-parents, in-laws, step-siblings, or persons considered a member of the immediate family residing within the household. **Up to two (2) additional days will be granted in the event of the death of an aunt, uncle, cousin, or someone who is immediate family of the spouse. Up to one additional "funeral" day per year will be granted to teachers for the purpose of attending the funeral of a person who is not a family member.**

20.1 Association rejects

24G: Association will TA proposal of 12/14/16

Appendix A: 5% new money

***As part of Appendix B**

High School Department Heads will be compensated as follows:

~~10%~~of base salary for each contract year

Should the administrator deem necessary, the department head job may be shared equally by two individuals (co-department heads) at 5% of base salary for each contract year, or may designate a department head and assistant department head compensated at 7% and 3%, respectively.

~~Supervising ten (10) or under 7.00%~~

~~Supervising eleven (11) or over 10.00%~~

~~Fine Arts Department, K-12 11.00%~~

~~Department heads who supervise more than one budget will be paid a \$500 stipend until there is an approved reorganization plan that equalizes the responsibilities and conditions of department head work. If no such plan is agreed to, the stipend continues each year of the contract.~~

Appendix B part 2: Association will TA board's proposal of 12/14/16