

## ARTICLE 19: GROUP INSURANCE BENEFITS

### A. Health Insurance Programs

For each eligible full time employee electing to participate, the District shall provide the following:

1. A choice of a ~~F~~family ~~M~~medical ~~P~~plan - one of which shall include an HMO.
2. Life Insurance coverage equivalent to the amount of an employee's basic salary rounded off to the nearest thousand dollars.
3. Full ~~F~~family ~~D~~dental ~~P~~plan.
4. Full ~~F~~family ~~V~~vision ~~C~~care.

### B. Premiums and Carrier

1. The coverage described above shall be provided by the carrier(s) selected by the Association, but such selection shall not result in substantial additional management costs by the District. The premiums for coverage **for bargaining unit members** provided in Article 19-A shall be paid as follows.
  - a. Commencing July 1, ~~2024~~ 2022 the maximum **monthly** annual District premium contribution for each full-time employee shall be ~~\$2,126~~ **\$1,876** ~~1,751~~ (~~\$25,512~~ **\$22,512** ~~21,012~~ annually).
  - b. Commencing July 1, ~~2025~~ 2023 the maximum **monthly** annual District premium contribution for each full-time employee shall be ~~\$2,376~~ **1,926** ~~1,826~~ (~~\$28,512~~ **23,112** ~~21,912~~ annually).
  - ~~c. Commencing July 1, 2026 the maximum monthly District premium contribution for each full-time employee shall be \$1976 (\$23,712 annually).~~
2. **Bargaining unit members** employees shall be responsible through payroll deduction for that portion of the premiums which exceed the District contribution. No later than June 1 of each plan year the Association shall determine what plan changes, if any, will be made in any plan to be offered. **In the event that the premium for any plan increases more than ten percent (10%) year over year, within two weeks, the parties will commence negotiations regarding the insurance cap, unless waived by mutual consent.** If a change in carrier is contemplated, the insurance carriers will be determined by a competitive bidding process to be completed by May 15, of each plan year.

3. Coverage for new employees will commence the first of the month following the date of hire (i.e., first day worked) or the month thereafter, provided they complete an application for coverage prior to the time coverage is to go into effect and it is received by the Human Resource Department within 30 days of their date of hire.

C. Termination of Employment and Insurance Coverage

If an **bargaining unit member** employee is terminated prior to the end of a school year, the District's payment of premiums for the employee's coverage shall cease as of the last day of the month they ~~employee is~~ **are** employed.

If an **bargaining unit member** employee is terminated between the end of the school year and the beginning of the ensuing school year, the District's payment of premiums shall continue through the month of August. The employee may enroll in the plan of their ~~employee's~~ own choosing subject to the conversion rights provided by the carrier.

D. Temporary and Part-time **Bargaining Unit Members** Employees

Temporary and part time **bargaining unit members** employees will receive term life insurance and all other group insurance benefits received by regularly contracted **bargaining unit members** employees subject to the following:

1. Employees who are employed for less than 1/2 time are not eligible for District group insurance plans or contributions. Employees who are contracted from 1/2 time to less than 3/4 time are eligible and receive one half of the District contribution and must pay the other half themselves to participate. Employees who are contracted for 3/4 time or more shall receive full group insurance contributions.
2. Temporary employees who are hired to fill a continuous assignment of more than 1/2 the days in the normal employee work year shall be eligible for group insurance benefits on the same basis as other regularly contracted employees.

E. All matters relating to claims under Insurance Coverages are excluded from the Grievance Procedure.

F. Insurance Committee

During the term of this Agreement, the Association will actively participate with the District's Insurance Committee. BEA will appoint up to five (5) representatives. The Insurance Committee will study and may recommend to the parties methods to

contain costs in the group insurance benefits. Substantive changes are subject to ratification by the School Board and the membership of BEA.

#### G. Long-Term Disability Insurance

1. The Long-Term Disability Plan shall provide up to the first 36 months of each period of continuous disability. Total disability means the “complete inability, as a result of sickness or accidental bodily injury or pregnancy, to work at your own occupation.”
2. The Association shall select the LTD carrier, but such selection shall not result in substantial additional management costs by the District. Employees otherwise entitled to participate in the group insurance plan will be responsible for the cost of LTD through payroll deductions. The cost per employee will be based on the percentage of payroll multiplied by the basic monthly earnings of each employee.
3. The plan in effect during the 2023-24 school year shall be maintained for the duration of this agreement, unless a majority of **bargaining unit members** employees ratify an agreement to modify the plan.
4. The District Insurance Committee shall review the plan and recommend any modifications to the parties for action.
5. The District will provide and pay for medical coverage as outlined in Article 19-A and B to any **bargaining unit member** employee on LTD for a period not to exceed 36 months or when the employee is no longer eligible for the group LTD benefit, whichever occurs first. Employees may continue such coverage after this period provided the employee pays the premium for such coverage in advance as allowed by the carrier.
6. The District will provide benefits as required by law to employees with on-the-job injuries or illness through the Workers’ Compensation Program.

#### H. Section 125: Flexible Spending Account

1. The District ~~agrees to implement and pay the start-up fee for~~ **will provide** a new pre-tax benefit plan for all **bargaining unit members** employees. The plan will allow employees to defer tax on the maximum income allowed by law and for all the purposes allowed by law.
2. The District Insurance Committee will select and monitor the plan and may recommend modifications as the plan is implemented. Any administrative fee not paid for by the carrier shall be paid by the participating employees. **There**

~~will be~~ An annual open enrollment opportunity ~~will occur September to mid-~~  
~~October.~~

I. Data Verification

1. There shall be full and timely disclosure of health insurance data, correspondence and consultation.
2. Each party shall have an equal opportunity to participate in meetings, consultations, preparation and exchange of data that affect the bargaining unit.
3. The BEA will pay an agreed upon proportional amount of consultation costs based on usage.