

ARTICLE VIII  
**HEALTH AND WELFARE BENEFITS**

*(Revised 2023-2024)*


CURRENT EMPLOYEES

1. The District shall offer dental, vision and life insurance plans as listed in Appendix G (CSEA Chapter #105 – Employees Benefit Selection Sheet) of the CSEA / Temple City Unified School District Agreement.
2. The District agrees to provide income protection insurance, in addition to the annual contribution for health and welfare plans to all eligible unit members.
  - A. Starting in the 2024-25 school year, the district's contribution for health and welfare benefits will increase \$500 to a total of \$9,500. For 2023-24 school year only, all permanent, active employees, who are eligible for health insurance benefit, as of April 30, 2024 will receive a one-time \$500 payment to supplement health care costs, regardless of whether or not the employee is enrolled in district benefits. This \$500 one-time payment will be pro-rated/adjusted based on the employees full-time equivalent (FTE).
3. The District shall continue to provide the ~~V.S.P.~~ vision plan, mandatory life insurance and income protection to each unit member who works less than 30 hours per week. Any currently benefited employees working less than 30 hours per week will retain benefits.
4. The District will offer dental benefits to all unit members who work less than thirty (30) hours at the unit member's cost.
5. The District will continue to provide health and welfare benefits to employees who work thirty (30) hours or more per week.
6. ~~CSEA has elected to remain covered by the California Public Employees Retirement System (CalPERS).~~ An appropriate proportion of all rebates and refunds that the District receives from ~~California Public Employees Retirement System (CalPERS)~~ the current insurance provider and any unused portion of the District's contribution to unit members will be placed in a fund to be used to offset the out-of-pocket expenses of benefited members.
7. All monies contributed to the benefits fund are to stay in the fund to


offset future increases and reduce out-of-pocket expenses for benefited members. No rebates or cash back payments are to be disbursed from the benefits pool.

RETIREES

- 8. Retirees with fifteen (15) years of service and full benefits by July 1, 2006 and a minimum age of fifty (50) shall be afforded the same District contribution toward health benefits as full time employees for a period of five (5) years.
- 9. All employees who do not meet the above criteria will be granted the following retirement benefit. All fully benefited employees who retire with ten (10) years of service and a minimum age of fifty-five (55) shall be afforded the same District contribution toward health benefits as full time employees for five (5) years or until the age of sixty-five (65), whichever comes first.

  
[Jeannette Johnson \(May 3, 2024 13:55 PDT\)](#)  
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**CSEA Chapter 105 President**


May 3, 2024  
Date

  
[Sam Sheridan \(May 6, 2024 09:35 PDT\)](#)  
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**CSEA Labor Representative**

May 6, 2024  
Date

  
\_\_\_\_\_  
**Assistant Superintendent, HR**

5/3/24  
Date

  
[Connie Wu \(May 6, 2024 13:25 PDT\)](#)  
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**Assistant Superintendent, Business**

May 6, 2024  
Date