

Provision:	Article III, Section 9	Title:	Group Insurance
Presentation:	First (District 5/9/24)	Date:	5/23/2024

**Original:**

1. Allocation: Monthly insurance benefits will be equal to the amount allocated for this purpose by the state legislature.
2. Basic Benefits are defined as dental, vision, life and accidental death and dismemberment, long-term disability and medical insurance. Other forms of insurance and benefits include: supplemental life and accidental death and dismemberment, supplemental long-term disability, Medical Flexible Spending Arrangement (FSA), Dependent Care Assistance Program (DCAP), Health Savings Account (HSA), and SmartHealth (wellness program).
3. The open enrollment period for the School Employees Benefits Board (SEBB) will be from October 1-November 15 each year. Options may not be changed after the enrollment period of each year unless there is a qualifying event, or such change is mandated by federal or state law.
4. All eligible part-time and full-time employees shall qualify to participate on an annual basis. Eligibility is based on working 630 hours during the school year, not counting paid holidays (special circumstances apply if any employee is hired after the start of the school year).

In the event that a provision of the above benefit program violates any law or regulation of the IRS or state law, the parties agree that any personal tax liabilities which occur from participation in the benefit programs provided herein shall remain solely with the subscribing individual(s).

**District Proposed:**

1. Allocation: Monthly insurance benefits will be equal to the amount allocated for this purpose by the state legislature.
2. Basic Benefits are defined as dental, vision, life and accidental death and dismemberment, long-term disability and medical insurance. Other forms of insurance and benefits include: supplemental life and accidental death and dismemberment, supplemental long-term disability, Medical Flexible Spending Arrangement (FSA), Dependent Care Assistance Program (DCAP), Health Savings Account (HSA), and SmartHealth (wellness program).
3. The open enrollment period for the School Employees Benefits Board (SEBB) will be ~~from October 1-November 15~~ set by SEBB in the fall of each year. Options may not be changed after the enrollment period of each year unless there is a qualifying event, or such change is mandated by federal or state law.
4. All eligible part-time and full-time employees shall qualify to participate on an annual basis. Eligibility is based on working 630 hours during the school year, not counting paid holidays (special circumstances apply if any employee is hired after the start of the school year).

In the event that a provision of the above benefit program violates any law or regulation of the IRS or state law, the parties agree that any personal tax liabilities which occur from participation in the benefit programs provided herein shall remain solely with the subscribing individual(s).

CEA is prepared to TA the language above as proposed by the District on 5/9/2024.