

ARTICLE 25

SALARIES AND FRINGE BENEFITS

25.1 SALARIES

25.1.1 Increase all certificated bargaining unit salary schedules by 3% effective July 1, 2025.

25.2 EMPLOYEE HEALTH AND WELFARE BENEFITS

Any change in provider or increase in premium will be subject to meet and negotiate.

25.2.1 Bargaining unit members with less than full-time contracts shall receive a prorated share for the plan chosen and shall be required to pay the balance of the super composite premium or 1, 2, or 3 party contract premium, when required by the carrier, through payroll deduction. In the event that carrier mandates require use of 1, 2, or 3 party contract premiums, the total of district-sponsored funds in the pro-rated share for affected bargaining unit members shall be pooled so that the balance remaining from members requiring 1 or 2 party contracts, maybe applied to defray excess costs of 3 party contracts.

An exception to this procedure may be established in the case of shared contracts pursuant to Article 23.4.2 that provides for the contracting parties to divide the policies without cost sharing by either party.

25.2.2 Bargaining unit members shall be responsible for payment, through payroll deduction, for fringe benefit selections, which exceed the benefits provided herein.

25.2.3 It is mutually agreed and understood that all bargaining unit members who provide written notification to the district on forms provided by the district of a possible, probably, or certain intent to separate employment with the district by resignation by April 1 of each school year will be provided with health and welfare benefit coverage per Article 25 until:

(A) September 30 of each successor school year, OR

(B) The bargaining unit member obtains new health and welfare benefit coverage in a new employment or other status (the day prior to the effective date of new coverage shall be the termination date of district coverage). This criterion shall be in effect regardless of whether the new health and welfare coverage is similar to or as extensive as current district health and welfare benefits.

Whichever of the above criterion occurs first shall determine the termination date of coverage.

25.2.3.1 A written declaration by any bargaining unit member shall not constitute a resignation nor in any way waive their Education Code rights related to contract status or expectation of continued employment.

- 25.2.4 The district will continue to reimburse bargaining unit members with a district employed spouse, their co-payment expenses for fully employed spouses. In the case of spouses with part-time employment, the reimbursement shall be pro-rated by hours of employment.

Unit members with district-employed spouses shall be provided one medical benefits plan covering both employees and eligible family members. Unit members with district-employed spouses shall not be eligible for separate medical benefits plans. The district will reimburse bargaining unit members with a district-employed spouse, their qualified co-payment expenses (excluding taxable pharmaceutical items and dental and vision co-payments) for fully employed spouses. In the case of spouses with part-time employment, the reimbursement shall be pro-rated by hours of employment. In order for medical co-payments to be considered qualified for reimbursement they must be directly related to medical procedures or services within coverage guidelines and for a facility inside the provider network. Unit members shall submit dated receipts within twelve (12) months of the date on the receipt in order to be eligible for reimbursement. At the discretion of the District receipts submitted after this twelve (12) month window but within twenty-four (24) months may be considered for reimbursement. Under no circumstances will reimbursement be considered for receipts older than twenty-four (24) months. Reimbursements will be paid within sixty (60) days of submission when practical.

- 25.2.5 The Association and the District agree to begin meeting in September to discuss health and welfare coverage for the following school year.

25.3 MEDICAL INSURANCE FOR ELIGIBLE DEPENDENTS OF DECEASED UNIT MEMBERS

The District shall provide dependent medical insurance coverage for a period of six (6) years following the death of a bargaining unit member who is covered under a District medical insurance plan at the time of the bargaining unit member's death and who has at least fifteen (15) years of service with the District.