

ARTICLE 11

HEALTH AND WELFARE BENEFITS

1. The District agrees to the maintenance of health and welfare benefits for active employees who regularly work halftime or more.

The District agrees to contribute on a tenthly basis, a maximum amount, listed within this article for full time unit members.

The maximum District contribution, listed in this article, will be prorated for any unit members working less than full time.

All unit members will pay all additional costs above the maximum district contribution listed on a tenthly basis.

In addition, the District and the Association agree to continue the health and welfare committee to review cost containment and cost-sharing strategies. The committee will meet no less than twice per year. The committee will report their findings to the Negotiating teams for consideration and/or implementation of the health and welfare program.

2. **Employees hired on or before June 30, 2022**

- 2.1. Medical insurance plans: (Choice of PPO or HMO plan), District shall contribute tenthly premiums for the plan selected by any unit member eligible and employed by the District as of June 30, 2022. Additionally, these rates shall apply to employees hired prior to July 1, 2022, and who are not currently eligible for medical benefits, but become eligible for medical benefits, but become eligible on or after July 1, 2022. **These rates will be listed in Appendix B.**

2.2. ~~Full Time Eligible District Contribution will be as follows:~~

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Kaiser	\$855.55	\$1,441.60	\$1,959.85	\$2,483.10
Blue Shield Trio ACO-HMO	\$814.81	\$1,402.35	\$1,916.76	\$2,433.68
Blue Shield Access- Plus HMO	\$924.43	\$1,576.70	\$2,152.35	\$2,733.01
Blue Shield PPO	\$924.43	\$1,576.70	\$2,152.35	\$2,733.01

2.3. ~~Part Time (20 – 30 hours) Eligible District Contribution will be as follows:~~

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Kaiser	\$855.55	\$855.55	\$855.55	\$855.55
Blue Shield Trio ACO-HMO	\$814.81	\$814.81	\$814.81	\$814.81
Blue Shield Access- Plus HMO	\$924.43	\$924.43	\$924.43	\$924.43
Blue Shield PPO	Not Eligible			

2.4. ~~Any unit member employed Full Time by the District before July 1, 2022, will have a tenthly cost for their contribution for their health benefit plan as follows:~~

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Kaiser	\$0.00	\$35.00	\$55.00	\$70.00
Blue Shield Trio ACO-HMO	\$0.00	\$17.50	\$27.50	\$35.00
Blue Shield Access- Plus-HMO	\$0.00	\$35.00	\$55.00	\$70.00
Blue Shield PPO	\$380.29	\$700.58	\$967.79	\$1,229.99

2.5. Any unit member employed Part Time by the District before July 1, 2022, will have a tenthly cost for their contribution for their health benefit plan as follows:

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Kaiser	\$0.00	\$621.05	\$1,159.30	\$1,697.55
Blue Shield Trio ACO-HMO	\$0.00	\$605.04	\$1,129.45	\$1,653.87
Blue Shield Access- Plus-HMO	\$0.00	\$687.27	\$1,282.92	\$1,878.58
Blue Shield PPO		Not Eligible		

3. Employees hired on or after July 1, 2022

3.1. Medical insurance plans: (Choice of PPO or HMO plan), the maximum annual dollar contribution by the district for any unit member employed on or after July 1, 2022, shall be listed in Appendix B. as follows:

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Maximum district Medical Contribution	\$885.24	\$1,549.10	\$2,124.50	\$2,699.88

3.2. Any unit member employed Full Time by the District on or after July 1, 2022, will have a tenthly cost for their contribution for their health benefit plan as follows:

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00
Blue Shield Trio ACO-HMO	\$0.00	\$0.00	\$0.00	\$0.00
Blue Shield Access Plus HMO	\$0.00	\$62.60	\$82.85	\$103.13
Blue Shield PPO	\$419.48	\$728.18	\$995.64	\$1,263.12

3.3. Any unit member employed Part Time by the District on or after July 1, 2022, will have a tenthly cost for their contribution for their health benefit plan as follows:

<u>Plan</u>	<u>Employee Only</u>	<u>Employee + Children</u>	<u>Employee + Spouse</u>	<u>Employee + Family</u>
Kaiser	\$0.00	\$591.36	\$1,129.61	\$1,667.86
Blue Shield Trio ACO-HMO	\$0.00	\$534.61	\$1,059.02	\$1,583.44
Blue Shield Access Plus HMO	\$0.00	\$726.46	\$1,322.11	\$1,917.77

~~Blue Shield PPO~~

~~Not Eligible~~

4. Employee only HMO will continue to be given at no cost to employee only. The employee will pay for any additional PPO costs.
5. If the total cost of the HMO Family plan premium for any calendar year increases by more than 10%, the District agrees to meet and confer regarding District and employee contribution rates.
6. The District shall make no premium contribution for health care and life insurance for any month unless the employee is paid for more than one-half the number of days in that month, excluding those two (2) days each week which are outside the employee's regular workweek, except that an employee who completes his/her regular work assignment in June and is paid for more than one half of his/her scheduled workdays shall be entitled to the premium contribution for that month.
7. An employee who retires under the provisions of California Public Employees' Retirement System or California State Teacher's Retirement System (either for service or disability), shall be eligible to receive a District contribution toward payment of a District-sponsored Health and Welfare benefits plan subject to the following conditions:
 - 7.1. The District contribution shall cease 10 (ten) years after the employee's date of retirement or when the employee is eligible for Medicare or turns 65 (sixty-five) years of age, whichever occurs first.
 - 7.2. The unit member must submit proof to the Personnel Services Department that he/she is retired from service in the Public Employee Retirement System (PERS).
 - 7.3. The unit member must have completed fifteen (15) or more full years of District service in a probationary or permanent status, during at least half of which the unit member was eligible to enroll in a District-sponsored health and welfare benefits plan, and the unit member must have been eligible for enrollment in a District-sponsored health and welfare benefits plan during all of the last year of District service. Years of service shall be counted in the aggregate except that any service rendered prior to a break in service of thirty-nine (39) months or more from the last day of paid service in a probationary or permanent status shall not be counted.

- 7.4. At the time of retirement if the unit member is not enrolled in a District-sponsored health and welfare benefits plan, the unit member may elect to enroll in a District-sponsored health and welfare benefits plan based on the existence of a qualifying life event, if permitted by the District's insurance provider. The unit member may elect to change from one District-sponsored group health and welfare benefits plan carrier to another at any open enrollment period.
- 7.5. Each year the retiree shall submit 12 (twelve) monthly payments in advance by XX of the month, payable as directed by the District, or pay the full annual premium in advance, the total of which shall equal the annual premium of the Health and Welfare benefits plan less the amount the District will contribute to the carrier. The employee must submit the payment, to the District's third party COBRA/retiree administrator.
- 7.6. The District's contribution to the insurance carrier, on behalf of the retiree, shall begin following the effective date of retirement as determined by the District and shall cease at the end of the month preceding the retiree's 65th birthday, after 10 (ten) years, upon the retiree's eligibility for Medicare, or upon the retiree's death, whichever occurs first.
- 7.7. Two levels shall be available for employees who retire from District service on or after June 30, 2026. Employees who retire prior to June 30, 2026 receive the retirement contribution that was in the contract at the time of their retirement and will be listed in Appendix B.
- 7.7.1. Level I: The District will contribute **\$7,500.00** ~~7,000.00 (seven thousand dollars)~~ annually for employees who have completed less than 25 (twenty-five) years of qualifying District service.
- 7.7.2. Level II: The District will contribute **\$9,000.00 (nine thousand dollars)** ~~8,000.00 (eight thousand dollars)~~ annually for employees who have completed 25 (twenty-five) years or more of qualifying District service.
- 7.8. Retirees have the opportunity to apply these funds to the employee only, two-party, or family medical premiums, as well as vision and dental insurance premiums.
8. The provisions of this Article shall not apply to extra duty positions assigned to unit members listed in Article 1, Recognition and Bargaining Unit.

CSEA to District – 05.07.2026 9:00 am
CSEA to District – 05.07.2026 1:30 p.m.
CSEA to District – 05.11.2026 11:30 a.m.

DO to CSEA - 5.11.2026 9am

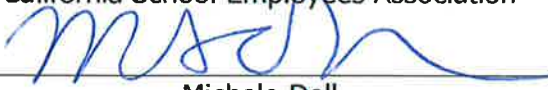
9. An employee who separates from District employment after age fifty-nine (59) but before age sixty (60) shall also be eligible to receive the District contribution referred to in Section 3 of this Article.
10. The District's contribution to the insurance carrier on behalf of the retiree shall begin on the first of the month following the retiree's 60th birthday provided that the retiree pays the full premium from the date of separation to the date the District's contribution begins.



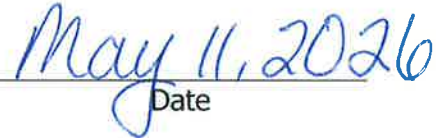
Stacy Weissman
Chapter 49 President
California School Employees Association



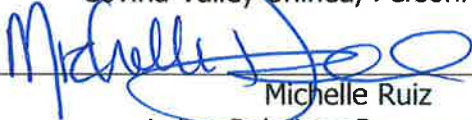
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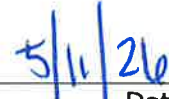
Michele Doll
Assistant Superintendent
Covina-Valley Unified, Personnel Services



Date



Michelle Ruiz
Labor Relations Representative
California School Employees Association



Date