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SKPS [TA]
June 10th, 2026

ARTICLE 15

INSURANCE

4.A. District Contribution

1. The maximum District contribution for plans selected will be \$1,510 1,600 1,615 1,610 1,605 for the 2023 2026 -2024 2027 insurance year, beginning the month following ratification and \$1,550 1,600 1,625 1,655 1,635 for the 2024 2027 -2025 2028 insurance year, and \$1,575X for the 2025 2028 -2026 2029 insurance year.
2. Employees may elect an insurance benefit package from the District's programs offered. For employees working 4 to 5.99 hours per day, the District shall contribute 70.0% of the amount paid for six (6) to eight (8) hour employees. Part time employees as defined in this Article may select insurance benefits as allowed by the current plan.
3. The difference, if any, between the cost of the insurance package chosen by the employee and the District contribution shall be paid by the employee through a payroll deduction.

4. Two (2) Employees Employed by the District Benefit (Formerly Two (2) on Contract

When married couples or domestic partners are both employees of the District, they may elect to combine their full insurance contributions to pay their plan premiums. They may use up to the equivalent of insurance contribution caps for both employees. The following is required to qualify for this benefit:

- a. Both the employee and spouse or domestic partner work for the District.
- b. Both the employee and spouse or domestic partner are both eligible for insurance benefits.
- c. Both benefit eligible employees complete and sign a form enrolling in this benefit arrangement.
- d. Two (2) Employees Employed by the District Benefit Two on Contract means:
 - i. One (1) spouse, domestic partner employee declines the medical, dental, and vision enrollments offered by the District.
 - ii. The other spouse or domestic partner of the employee enrolls all eligible family members in a medical, dental, and/or vision plan offered by DEBB the District.
 - iii. The family has one (1) set of medical, vision, and dental benefits and is not double covered through the District.
- e. If the employee and/or spouse work part-time and receive a pro-rated District contribution, the District will pay up to 100% (one hundred percent) of the pro-rated contribution for each person.

- f. Any premium amount not covered by the District contribution is paid by the employee.

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~~4.~~ 5. The District will contribute \$100 125 a month to all eligible employees' Health Savings Accounts (HSA) who elect a qualifying high deductible insurance plan through the District.

B. Leave without pay

Employees on authorized leave without pay may participate in the District group insurance program as provided under the Consolidated Omnibus Budget Reconciliation Act (COBRA)

[MOVED FROM ARTICLE {12}, SECTION {C}]

2.C. Retirees

Retiring employees may elect to continue participation in District group insurance plans, single, two ~~(2)~~ party or family rate, at their own expense, in accordance with state law, insurance company rules, and District procedures.

3.D. Domestic Partners

Same-sex domestic partners will be permitted to enroll in the negotiated insurance plan. The eligibility regulations defining domestic partners shall be in accordance with the insurance company's affidavit. In order to ensure the employee's privacy, a confidential method will be developed by the District for enrollment procedures. There shall be no reprisal for an employee's lifestyle revealed due to enrollment.