

Article 23 Fringe Benefits

A. Amounts

1. The District shall contribute to each ~~employee~~ **member** of the bargaining unit, on a pro-rata basis, the following amount for the purchase of fringe benefits listed in Section B:

~~\$1,200 per month, effective October 1, 2014~~

\$1,400 per month, effective October 1, 2017

~~\$1,250 per month, effective October 1, 2015~~

\$1,500 per month, effective October 1, 2018

~~\$1,300 per month, effective October 1, 2016~~

\$1,600 per month, effective October 1, 2019

2. In addition to the insurance contributions set forth above, the District will make an annual contribution of ~~\$200,000~~ **\$300,000** to the insurance pool set forth in Section G of this Article.

These additional pool dollars may only be used to supplement out-of-pocket expenses for medical, dental, and vision insurances.

3. In order to be effective in October, the new amount will be applied the month prior to align with the change in the insurance year.
4. Health insurance coverage shall extend to the spouse, domestic partners (same or opposite sex), and/or child or children of the member.

B. Distribution

1. Distribution of the District contributions shall be among the various mutually approved insurance and annuity programs:
 - a. Hospital medical plan
 - b. Dental plan
 - c. Life Insurance plan
 - d. Income replacement plan
 - e. Annuities (as described below in subsection 2.)
 - f. Vision care
 - g. Any future mutually acceptable plan
 - h. HSA or HRA plans mutually agreed upon**

2. Annuities/TSA's are removed as an option for use of fringe dollar contributions of the District for ~~employees~~ **unit members** hired on or after July 1, 1993. Any ~~employee~~ **unit member** in the District as of June 30, 1993, who has elected to use any portion of their fringe dollars for TSA contributions prior to the end of the enrollment period in September, 1993, shall continue to have TSA's as an unrestricted option for fringe distribution. Any ~~employee~~ **unit member** in the District as of June 30, 1993, who has either not elected to use any portion of their fringe dollars for TSA's by the end of the enrollment period in September, 1993, or who elected by the end of the enrollment period in September 1993 but later discontinues ~~their~~ **her/his** election, shall not thereafter have TSA's available as an option for fringe distribution.

3. Beginning with the 2016-17 insurance year, **unit** members may spend up to one-half of the unused portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability

plans. A member's unused portion of insurance allocation shall be determined by subtracting the cost of premiums for major medical, dental, and vision from the District's insurance cap. Any unspent insurance amounts will then be contributed to the insurance pool set forth in Section G of this Article.

C. Term Life, Accidental Death and Dismemberment (AD&D), and Disability Insurance

The District shall provide, at no cost to the employee unit member, term life insurance in the amount of ~~\$ 20,000~~ \$30,000, for the term of this agreement for each employee member in the bargaining unit. The District shall provide, at no cost to the member, short-term disability insurance and long-term disability insurance.

D. Notification

Members of the bargaining unit will notify the personnel office of any changes concerning how their additional monies are to be distributed during the term of the Agreement no later than September 5. New members of the bargaining unit shall notify the personnel office concerning this matter within ten (10) days of their beginning employment in the District.

E. Employee Assistance Program

The District will provide an Employee Assistance Program for all bargaining unit members.

F. 125 Plans

The District shall give access to, and information about, the District-offered 125 Plan, including dependent child and adult care, to all bargaining unit members at the time of the annual enrollment period. The plan shall allow

for payment of out-of-pocket medical, vision, and dental insurance premium costs from pre-tax dollars to the full extent allowed by law.

G. Insurance Pool

Members opting out of major medical insurance will be limited to half of the District's monthly contribution. They will continue to be able to purchase the full slate of insurance options that they currently have with dollars allocated. Additionally, there are 19 members who as of the 2011-12 school year were contributing more than \$450 to the TSA. They will be grandfathered and receive the full district contribution for investment. All unused dollars will create a pool to be redistributed to all bargaining unit members. The Association and the District will meet to determine the current FTE after open enrollment, and the remaining dollars will be distributed to all members to minimize out-of-pocket expenses. Pool calculations will be completed within seven (7) days following the open enrollment cut-off date.

H. Insurance Committee

The District and Association shall ~~form~~ maintain a joint insurance committee for the purpose of exploring alternatives to the current method of providing insurance benefits to unit members. The committee shall be comprised of three (3) unit members selected by the Association and three (3) individuals selected by the District. The committee shall review OEBC insurance options each year and mutually select options for unit members to choose from. ~~begin meeting prior to the conclusion of the 2014-2015 contract year, with the goal of having a recommendation on or before January 15, 2017.~~ The committee may be inclusive of classified and administrative representatives, but its decisions shall not be bound input from these other entities. This committee will serve in an advisory and consent capacity to both the District and the Association with the understanding that any decisions which might impact this agreement are subject to negotiation.