

Article 4 - Fringe Benefits

A. The District shall contribute up to the following amounts for the purchase of district provided major medical, dental including orthodontics, vision, prescription, disability, life and annuity programs for all employees working half-time or more in regular district programs.

2017-2018

Twelve (12) month employees Up to \$1430.00 per month but no less than REA receives.

Employees who work 195 days or more, excluding vacation time, but less than twelve months Up to \$1186.90 per month

Employees who work 194 days or less, excluding vacation time Up to \$1072.50 per month

B. The employee will have the choice of allocating fringe benefit dollars to any major medical, dental (including orthodontics), vision, prescription, disability, and life insurance currently offered by the District through OEBC and its district agents of record. Any benefit dollars not used for the previous listed options, will be reduced by one half and the employee can use them toward any district-provided group insurance currently available through district agents of record in association with the OSEA insurance committee.

C. Should the employee choose not to utilize one of the district health insurance plans, the employee shall provide the district with a letter stating the employee has coverage from another source. ~~The employee shall be advised by the District that should such other coverage cease, the employee would not be assured of getting back on a district program, except at the anniversary date of the district policy or with the waiver of pre-existing conditions unless coverage is disallowed. (Worker's Compensation and retirement contributions are not included.)~~

D. The District shall provide, at no cost to the employee, term life insurance in the amount of \$20,000 for each employee in the bargaining unit.

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

1 ~~FE.~~ Insurance Pool
2 Members will be limited to ~~seventy-five fifty~~ percent 75% (50%) half of their unused
3 district insurance contribution dollars for the purchase of insurance plans not covered in
4 Section B of this article. All unused dollars will create a pool to be redistributed to all
5 bargaining unit members. OSEA representatives and the District will meet to determine
6 the current FTE after open enrollment and the remaining dollars will be distributed to all
7 members to minimize out-of-pocket expenses. Pool calculations will be completed
8 within fourteen (14) days following the open enrollment cut off date. ~~The pool will~~
9 ~~become effective in the 2012-13 school year.~~

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11 ~~GF.~~ Employees working half-time or more in regular district programs shall be eligible for
12 fringe benefits effective the first day of the month following the first month in which the
13 employee has worked for ten (10) days..

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15 ~~HG.~~ Insurance Committee
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17 The District and Association shall form a joint insurance committee for the purpose of
18 exploring alternatives to the current method of providing insurance benefits to members.
19 The committee shall be comprised of three members selected by the Association and
20 three individuals selected by the District. ~~The committee shall begin meeting prior to the~~
21 ~~conclusion of the 2014-15 contract year,~~ with the goal of having a recommendation on or
22 before January 15 of each year, 2017.

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