

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.

	2014/15	2015/16	2016/17	2017/18
Twelve (12) month employees	\$997.73	\$1,250	\$1,300	per month
Employees who work 195 days or more, excluding vacation time, but less than twelve months	\$883.61	\$1038	\$1079	per month
Employees who work 194 days or less, excluding vacation time	\$826.10	\$938	\$975	per month

In the event the insurance cap set forth in the contract between the District and the Reynolds Education Association is increased for 2017-18 above \$1,300, the cap for 12-month employees will be increased by the same amount. The caps for 195-day or more employees and 194-day or less employees shall be increased so that they remain the same percentage of the 12-month cap as is currently set forth above.

- 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 OEBB 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.

EF. Insurance Pool

Members will be limited to half of their unused district insurance contribution dollars for the purchase of insurance plans not covered in Section B of this article. All unused dollars will create a pool to be redistributed to all bargaining unit members. OSEA representatives 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 fourteen (14) days following the open enrollment cut off date. ~~The pool will become effective in the 2012-13 school year.~~

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

GH. Insurance Committee

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