

## **Article 23 Fringe Benefits**

### **A. Amounts**

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

**\$1,540** per month, effective October 1, ~~2024~~ **2026**

2. In addition to the insurance contributions set forth above, the District will make an annual contribution to the insurance pool set forth in Section G of this Article as follows:

\$350,000 effective **October 1, 2026**

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

Pool balance reports will be provided to the Joint Benefit Committee quarterly.

An insurance benefit pool is funded from the district contribution less the cost of member selections to minimize out-of-pocket expenses for benefit-eligible employees. Annually, after open-enrollment, the Association and District will calculate the pool funds to determine any additional amount to be provided to employees with out of pocket expenses for basic medical, vision, and dental insurance. The District and Association may meet more frequently than annually to effectively manage the pool, including to increase or to decrease the contribution to members based on the pool fund balance. The District is not responsible for member out of pocket expenses in excess of the District's annual contribution to the pool.

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.
5. **For members whose insurance is covered by their spouse or legal domestic partner, the District will pay up to five hundred dollars (\$500) per month in lieu of using District provided medical, dental or vision.**

**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
2. Annuities/TSA's are removed as an option for use of fringe dollar contributions of the District for unit members hired on or after July 1, 1993. A 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. A 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 election, shall not thereafter have TSA's available as an option for fringe distribution.
3. Unit members may spend up to one-quarter ( $\frac{1}{4}$ ) 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 and Accidental Death and Dismemberment (AD&D) Insurance**

The District shall provide, at no cost to the unit member, term life and accidental death and dismemberment insurance for the term of this agreement for each unit member in the bargaining unit as follows:

\$100,000 for each year of this agreement

**D. Disability Insurance**

The District shall facilitate the mandatory purchase of short-term and long-term disability insurance for each unit member through a payroll deduction each month equal to one-twelfth (1/12) of each unit member's annual premium costs.

**E. 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 5th. 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.

**F. Employee Assistance Program**

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

**G. 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.

**H. 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 eleven (11) members who as of the 2011-12 school year were contributing more than \$450 to the TSA. They will 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.

**I. Joint Benefit Committee**

The District and Association joint benefit committee, formed for the purpose of exploring alternatives to the current method of providing insurance benefits to unit members, will continue to meet at least quarterly for the duration of this Agreement. The committee shall participate in making recommendations to the District regarding the selection of insurance carriers and policies from the options provided by OEBC or the successor and review the insurance pool balance and contributions. The committee shall be comprised of three (3) unit members selected by the Association and three (3) individuals selected by the District.

**J. Extended Leave**

Subject to rules set by OEBC, If a member works at least ten (10) days during a month in which the member is taking an extended leave of absence they will have insurance coverage for the subsequent month. For this purpose, the use of individual sick leave, personal leave, or use of the sick leave bank, will be the equivalent of "work". For the months of July-September using ten (10) days during the month of June will count.