

ARTICLE XXI – INSURANCE PROTECTION

- A. The Board shall provide to the bargaining unit members, the following MESSA-PAK: For a full twelve (12) month period for the bargaining unit member and his/her eligible dependents as defined by MESSA. The employer shall sign an employer participation agreement. In addition to MESSA-PAK the employer will provide to the bargaining unit member, health coverage for sponsored dependents as defined by MESSA, for a full twelve (12) month period. Bargaining unit members not electing MESSA-PAK Plan A will select MESSA-PAK Plan B. Any contribution amounts exceeding the Employer's subsidy shall be payroll deducted. An open enrollment period shall be provided whenever contribution subsidy amounts change for the groups.
- B. The District shall switch to MESSA Choices health insurance with the current employee contribution 3% of salary. If the proposed Headlee Override election fails, the district shall attempt to negotiate with the union a change in health coverage to a health savings account.

Plan A Includes:

- Health: Choices II (2003 revised)
- LTD: 60% beginning upon termination of 65 calendar days or exhaustion of employee's sick leave, whichever is greater, includes:
Mental and nervous conditions (standard MESSA wording)
Alcoholism or drug addiction (standard MESSA wording)
Rehabilitation clause (50% or rehabilitation) offset
Lay-off provision of up to three (3) months
Family Social Security offset
Pre-existing condition (standard MESSA wording)
Two-year own occupation clause
No additional waiting period for recurrent disability or any new disability occurring in the same year, after an employee has returned to active employment
- Rx: \$5.00
- Dental: 100/90/90/60: UCR (\$1500)
- Life: 20,000 term life; 90 day modify fill
- Vision: VSP-3
- AD&D: \$20,000.00 PAK

Plan B Includes: (2003 revised)

- LTD: 60% beginning upon termination of 65 calendar days of exhaustion of employee's sick leave, whichever is greater, including:
Mental and nervous conditions (standard MESSA wording)
Alcoholism or drug addiction (standard MESSA wording)

Rehabilitation clause (50% or rehabilitation) offset

Lay-off provision of up to three (3) months

Family Social Security offset

Pre-existing condition (standard MESSA wording)

Two-year own occupation clause

No additional waiting period for recurrent disability or any new disability occurring in the same year, after an employee has returned to active employment

Dental: 100/90/90/60: UCR (\$1500)

Life: 20,000 term life; 90 day modify fill

Vision: VSP-3

AD&D: \$20,000.00 PAK

- C. Employees not wishing to have the health insurance may elect at a maximum cost to the Board of \$240.00 per month, any of the MESSA and/or MEFSAs options. If a husband and wife are both members of this Bargaining Unit, one shall elect Plan A and other shall elect options.
- D. Teachers assigned less than full time but at least one-half time, shall receive Plan B without cost to the Bargaining Unit Member, or Plan A on a pro-rata basis, based on Plan A costs for that member. Teachers assigned less than one-half of a full schedule shall receive the benefits in Plan B, or Plan A on a pro-rata basis based on Plan A costs for that member.
- E. The Board shall make payment of insurance premiums for all persons who complete their contractual obligation to assure insurance coverage for the full twelve-month period commencing September 1st and ending August 31st, even though the teacher may not be returning to the next school year. The open enrollment period shall be established jointly by the Board, the Association, and insurance company representative, including opportunities for summer pre-enrollment and fall open-enrollment as well as whenever group or individual subsidy amounts increase or decrease, affecting the benefit package. The employee shall contribute 3% of salary for PAK A and Choices II. In the event that a teacher is terminated or resigns during the school year, the insurance shall be continued until the teacher has received the pro-rata portion of the twelve-month insurance year earned at the time of the termination or resignation.
- F. A teacher who is hired with an effective first work day after the first required work day of the school year shall be entitled to fringe benefits for a duration determined on a pro-rata basis.
- G. When necessary, premiums on behalf of the teachers shall be made retroactively or prospectively to assure uninterrupted participation and coverage.
- H. The Board will be responsible for providing insurance information including application, claim materials, and enrollment meetings for the above mentioned programs.
- I. Payroll deductions shall be available for all MESSA, MEFSAs, and MEAs programs.
 - 1. The employer shall provide a cash option in lieu of electing the health benefit. The cash amount shall be \$240.00. The employer shall formally adopt a qualified plan document

pursuant to Section 125 of the Internal Revenue Service code. Members electing an annuity shall do so through a salary reduction agreement. The program will become effective on the date determined by the underwriting guidelines of the plan, but not more than ninety (90) calendar days, following the District having adopted the appropriate resolution and the parties have ratified this Master Agreement. Benefits currently being provided to bargaining unit member employees shall continue as is until the newly negotiated benefits program is in effect. All costs to implement and administer the Section 125 shall be borne by the employer.