

ARTICLE XII - HEALTH AND WELFARE BENEFITS

- A. Except as otherwise provided in this Agreement, effective July 1, 2007, the District shall increase its maximum contribution for health benefits (medical, dental and paid prescription benefits) for bargaining unit members in the 7-12 program by the following amounts:

	<u>Medical</u>	<u>Dental</u>	<u>Total Maximum</u>
Employee only:	\$644.43	\$99.72	\$744.15
Employee+one:	\$939.79	\$99.72	\$1,039.51
Family:	\$1,342.14	\$99.72	\$1,441.86

Effective July 1, 2007, the District shall increase its contribution for health and welfare benefits for bargaining members in the Adult Education program by the following amounts:

	<u>Medical</u>	<u>Vision</u>	<u>Dental</u>	<u>Total Maximum</u>
Employee only:	\$644.43	\$26.92	\$81.83	\$753.18
Employee+one:	\$939.74	\$26.92	\$81.83	\$1,048.54
Family:	\$1,342.14	\$26.92	\$81.83	\$1,450.89

An increase in health insurance premiums above these amounts shall be subject to negotiations.

- B. For the purposes of this Article, a full-time employee is one assigned four (4) or more teaching periods or eighty percent (80%) of a full-time assignment, with the exception of Special Education teachers (Resource Specialist or Special Day Class Teacher), a full-time assignment is defined as one who is assigned three (3) or more teaching periods or seventy-five percent (75%) of a full-time assignment for Special Education teachers.
- C. The District shall pay a pro rata share of health and dental premiums stated herein for part-time certificated employees who elect to participate in such a program.
- D. Medical/Dental benefits will be provided by M.B.P.E.T. and administered by Professional Group Administrators (P.G.A.). In addition, a mandatory utilization review will be required by the Pacific Health Alliance (P.H.A.).

- E. A twenty-five thousand-dollar (\$25,000) term life insurance policy will be provided each employee when such policy is offered by M.B.P.E.T.
- F. The District will administer the P.P.D. TB test twice a year. For those employees who have a positive reaction, or for other valid medical reasons, the District will reimburse the employee for the amount charged by the County for an X-ray unless the employee is reimbursed by insurance.

ARTICLE XIII - HEALTH AND OTHER BENEFITS
FOR RETIREES

- A. The District, following M.B.P.E.T. guidelines for reinsurers, shall contribute the total medical premium for single party coverage for retirees age fifty-five (55) through fifty-seven (57). Upon reaching age fifty-eight (58), the employee who has retired at age fifty-five (55) through fifty-seven (57) shall be entitled to insure the employee and the employee's spouse at District expense up to the dollar amount specified in the contract until the retired employee reaches age sixty-five (65) or dies, whichever occurs first.

- B. An eligible retiree is one who is not more than sixty-five (65) years of age, who has rendered fifteen (15) years of continuous service, including Board approved leave, in the District immediately prior to retirement and who retired under S.T.R.S. An employee's service shall be considered as "*continuous*" notwithstanding a break in service due to layoff if such employee is reemployed during the period of his/her rights to reemployment. A year spent on layoff shall be counted as part of the fifteen (15) years required if the employee works for the District seventy-five percent (75%) of the time during that year.

- C. The District shall pay the premiums until the retiree reaches sixty-five (65) years of age or until the retiree dies, whichever occurs sooner.

- D. In the event that a Federal and/or State Medical Benefits Program were to be established prior to the termination of the retiree's medical coverage through the District, the District provided benefits shall be combined with the Federal and/or State plan and necessary costs contribution adjustments shall be made except that the District's contribution shall not exceed that provided for in Section A. of this Article.