

APPENDIX "C"

FRINGE BENEFITS

C.1 During the period of this agreement, the DISTRICT will pay Monthly Health and Welfare Insurance premiums for family coverage (not to exceed \$12,000 annually) for each ½ time or more classified employee employed prior to July 1, 1991.

Family Medical	\$872.00
Family Delta Dental	\$114.00
Family Optical	\$ 14.00

C.2 If the aforementioned premiums exceed the monthly figures set forth above during the term of this agreement, DISTRICT agrees to pay any such increases during the term of this agreement only and to reopen this provision and to negotiate relative to any such increase.

C.3 Beginning with the 1994/95 school year, employees will have the option of choosing between medical plans. If the employee chooses a less expensive plan, the employee will receive the premium savings each month; if the employee chooses to receive a more expensive plan, the employee will pay the additional premium monthly cost.

C.4 In the event the premiums during the term of this agreement exceed the annual cap of \$12,000, the DISTRICT agrees to advance the cost of any increases in premiums above the monthly figures set forth above of \$1000 per month for medical, dental and vision for up to a period of three (3) months. It is understood and agreed that in the event agreement is not reached within said period of time the DISTRICT shall not be required to pay any more than the monthly figure referred to above (\$1000 for medical, dental and vision).

C.5 Classified employees working less than ¾ but more than ½ may elect the Health and Welfare Package with the employee contributing toward the total package costs prorated total hours worked per day over six (6) hours. A four (4) hours employee will earn fully paid benefit when their contract hours with the DISTRICT exceed 2,500 hours. The seniority hours that will be considered will go back retroactively from their date of hire.

C.6 The DISTRICT shall provide fully paid Health Insurance coverage for employee and eligible dependents for employees reaching their 55th birthday, provided said employee has served ten (10) years in the DISTRICT prior to retirement. The retiring employee will have the same choice of health, dental, and/or vision plans available to employees of the DISTRICT at the time of retirement, subject to the cap in effect in the year of retirement. Payment of such benefits shall continue until the retiree attains age 65.

C.7 The open enrollment period for employee changes of medical insurance will be during the month of September each year.

C.8 Retirees may elect pay in lieu of health and welfare insurance benefits. The District will pay to the retiree the amount of its required contribution for retiree health and welfare insurance benefits at the time the employee opts to take cash in lieu of benefits. The District will pay this amount annually to the employee for all the remaining years of eligibility until he/she reaches the age of sixty-five (65). The District will process the first payment on the next payroll period following termination of benefits and will process subsequent year payments prior to October 1 of each succeeding year until the employee reaches age sixty five (65).

Once an employee chooses to receive pay in lieu of retiree health and welfare insurance benefits, his/her retiree benefits will cease at the end of the current month in which the employee makes his/her choice. Once the benefits are terminated, they cannot be reinstated.

These payments will be generated through the district payroll system and will be subject to all required statutory deductions. Should an employer contribution be required, the amount of that contribution will also be deducted from the pay.

C.9 Alternative Insurance Coverage

For the 2015/16 school year, upon providing proof of alternative insurance coverage to the District, an employee may elect to decline the District-provided medical, dental and vision insurance plan. Butte Schools Self-Funded Programs requires that an administration fee equal to the premiums of the least expensive health benefits plan available, including premiums, for the dental and vision plans selected by the bargaining unit must be submitted on behalf of the employee. If the administration fee is less than the annual cap, the employee will receive the savings each month. If the administration fee exceeds the annual cap, the employee will pay the additional monthly cost.

During a plan year, an employee that has declined health and welfare coverage may re-enroll in the plan for which the administration fee has been paid. The employee may change plans during the next open enrollment process.

This provision does not preclude an employee from re-enrolling in a plan after a break in coverage should there be a qualifying event as defined in the Butte Schools Self-Funded Program's Re-Enrollment After Break in Coverage policy.

This section will sunset effective July 1, 2016 and bargaining unit members will no longer be allowed to opt out of District provided insurances, even with proof of alternative coverage. However, any member who was taking advantage of the provisions of this section (C.9) in 2015/16 will be grandfathered in and allowed to continue to opt out of coverage. No administrative fee will be charged to these grandfathered members and they will receive the full amount of the District's contribution for coverage that they continue to opt out of.