

**ARTICLE TWENTY
HEALTH AND WELFARE BENEFITS**

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20.1 Employee and Dependent Insurance Coverage:

Beginning July 1, 2017 and for 2017-18 year only, the medical benefits cap shall be \$14,571.72 annually per eligible employee, prorated for employees who are less than .85 FTE, per Staywell language. This cap constitutes the total District-paid portion of the medical benefits package, which includes medical, dental and vision coverage. Any medical benefit expenses beyond the cap are the responsibility of the employee. Employees are responsible to pay all deductibles.

Effective July 1, 2018, the cap will revert to \$14,120 and the salary schedule shall be increased by 0.7 percent.

20.2 A teacher on any board approved leave without pay, shall have the option to continue to receive employee benefits coverage for the period of the leave upon a month-to-month reimbursement by the teacher to the District at the group rate. The District will make no contribution towards employee health/vision or dental insurance program for a teacher on Board approved leave of absence without pay.

20.3 For the duration of this Agreement, should a teacher's employment terminate (voluntary or involuntary) he/she shall be entitled to continue the coverage under the COBRA health/vision and dental plans for a period of 18 months from the date of termination at the individual's expense.

20.4 A part-time teacher (.50 FTE to .849 FTE) will be eligible to receive benefits on a pro rata basis. Members employed .85 FTE or more will receive District benefits.

20.5 All requests for continued coverage by retiring or part time teachers shall be submitted in writing thirty (30) days prior to the end of the fiscal year.

20.6 Retired District employees may continue membership in any of the District's medical and related fringe benefit plan at the retiree's expense. This section is subject to the approval of the insurance carrier.