

12. ARTICLE 12: EMPLOYEE BENEFITS

Active Members Benefits

12. SISC Medical Plans

12.1.1.1. The District shall contract with the Self Insured Schools of California (SISC) Health Benefits program to provide medical insurance for all active employees, eligible retirees and eligible survivors of retirees.

12.1.1.2. The District shall contribute all or a portion of the cost of providing the benefit coverage afforded under the health benefit plan as described in this article: Employee Benefits

12.1.1.3. Active Employees Benefit Account.

12.1.1.3.1. Medical Coverage

In addition to the contributions listed above, the District shall establish a benefits account for each active employee eligible for medical coverage who has enrolled in one of the SISC medical insurance plans offered by AUHSD. All such employees shall receive monthly contributions from the District into their benefits accounts. Effective October 1, 2019; for employees with no dependents, the contribution shall be at the single party tier rate of the 2019 Kaiser plan or the 2018 Kaiser plan plus 8%, whichever is the lesser amount; for employees with one dependent, the contribution shall be the two-party rate for the 2019 Kaiser plan or the 2018 plan plus 8%, whichever is the lesser amount; and for employees with more than one dependent, the contribution shall be the family tier rate of the 2019 Kaiser plan or the 2018 plan plus 8%, whichever is the lesser amount. If an employee chooses a plan more expensive than the designated rate at his or her tier of the offered Kaiser Plan, the District contribution shall be no more than the offered Kaiser rate.

12.1.1.3.2. Dependents include the spouse, children, and/or domestic partner (as defined in Appendix J) of an Active Employee.

12.1.1.3.3. Double Coverage Exemption.

For employees hired before January 1, 2018 the District will pay a unit member showing proof of medical coverage provided by an employed spouse or domestic partner \$250 per month in lieu of benefits. Any employee hired after January 1, 2018 will not receive any cash in lieu benefit. Employees who received the \$250 benefit and then elect to take the SISC health plan may not return to cash in lieu status after January 1, 2018.

12.1.1.4. The District will offer an IRC 125 “Cafeteria Plan” for benefits. The plan will be structured so as to treat the District contribution towards benefits as non-taxable

12.1.1.5. Reporting Status Changes. Employees shall have the right to inform the District of an increase in their dependents at any time and have the amount contributed be adjusted accordingly, in accordance with the insurance carrier’s rules. Employees shall be required to inform the District of any reduction in dependents and a corresponding reduction in premium amounts contributed by the District shall be made.

12.1.1.6. The District Benefits committee will meet yearly to recommend which plans SISC has to offer. AEA will decide which plans to offer to certificated staff.

12.1.2. Dental Plan

12.1.2.1. For dental insurance, the District will provide the Delta Dental plan with a \$1,700 annual benefit cap per individual, a \$1,000 orthodontia one-time maximum benefit, and 3 cleanings per year.

12.1.3. Vision Plan

12.1.3.1. The District will provide for the premium payment to Vision Service Plan for the Base Plan composite rate, \$5.00 deductible.

12.1.4. Taxability of Benefits

12.1.4.1. The District shall not treat the District contributions toward medical, dental, or vision benefits as compensation subject to income tax withholding unless the Internal Revenue Service or the Franchise Tax Board indicates that such contributions are taxable income subject to withholding. Each employee shall be solely and personally responsible for any federal, state or local tax liability or penalty that may arise out of the implementation of this section.

12.2. Retiree Benefits

12.2.1. SISC Medical

12.2.1.1. Eligibility of retirees and survivors of retirees to participate in this program shall be in accordance with the regulations promulgated by SISC. Unless prohibited by law, the medical plan coverage described shall apply to eligible persons retired or who retire under SISC medical plan.

12.2.1.2. An eligible retiree is one who retires into STRS or PERS, whichever is applicable and who has rendered the equivalent of 10 years of full-time service, including Board-approved leave, in the District immediately prior to retirement.

12.2.1.3. For unit members who retire into STRS or PERS, whichever is applicable, the District shall provide eligible retirees a monthly District contribution toward medical coverage subject to the approval of the insurance carrier. The District's monthly contribution per eligible retiree shall not exceed the Kaiser single party rate or the Kaiser two-party rate for the year of retirement, with the retiree responsible for any costs in excess of the District's maximum contribution as stated above. If the actual cost of the retiree's coverage is less than the Kaiser rates, the District shall pay the lesser amount. Retirees' dependents who are eligible for medical coverage under another equal plan are not eligible for this benefit.

12.2.1.3.1. The District shall pay the medical coverage contribution commencing upon retirement and continuing for five (5) years after retirement becomes effective or until the retiree becomes eligible for medical coverage through any employer, retirement/pension program or government medical coverage program. A four-year maximum total of 30% above the single or two-party rate at the date of retirement will be applied as an inflation adjustment.

12.2.1.3.1.1. If at the time of a retiree's death, he or she was still entitled to benefits pursuant to 12.2.1.3.2, a surviving spouse or domestic partner is entitled to the benefits described in 12.2.1.3 for the remainder of the retiree's coverage period under 12.2.1.3.2 unless the surviving spouse or domestic partner is entitled to medical coverage through an employer, retirement program, government medical coverage program or through any other means.

12.2.1.4. A retiree may continue purchasing the District's dental insurance plan, if desired.

12.2.1.4.1. To continue in the dental plan, the retiree shall be required to pay the premiums on the 1st of the preceding month that the premiums are due. Failure to pay the premiums on time shall result in the retiree being dropped from the dental plan.

12.2.1.4.2. Each eligible retiree shall re-register annually for the Plan contribution during the annual enrollment period for the insurance coverage selected in order to remain eligible for participation in the Plan. A retiree may not leave and later rejoin the Plan.

12.2.1.4.3. In the event that a Federal and/or State medical benefits program is established prior to the expiration of the retiree's eligibility for and participation in the Plan, the District-provided contribution shall be combined with the Federal and/or State contribution, and necessary contribution adjustments shall be made.

12.2.1.4.4. Memorandum language shall be consistent with SISC regulations and limitations.

12.2.1.5. A retiree may continue purchasing the district's vision insurance plan, if desired.

12.2.1.5.1. To continue in the vision plan, the retiree shall be required to pay the premiums on the 1st of the preceding month that the premiums are due. Failure to pay the premiums on time shall result in the retiree being dropped from the vision plan.

12.2.1.5.2. Each eligible retiree shall re-register annually for the Plan contribution during the annual enrollment period for the insurance coverage selected in order to remain eligible for participation in the Plan. A retiree may not leave and later rejoin the Plan.

12.2.1.5.3. In the event that a Federal and/or State medical benefits program is established prior to the expiration of the retiree's eligibility for and participation in the Plan, the District-provided contribution shall be combined with the Federal and/or State contribution, and necessary contribution adjustments shall be made.

12.2.1.5.4.

12.2.2. Benefit Plan Continuation

12.2.2.1. The District agrees to provide retired employees in the bargaining unit with an opportunity to make premium payments for District group medical payments for which they are eligible..

12.3. Pre-Retirement Reduced Service Option

12.3.1. Effective 2001-2002, employees who qualify under the terms of this article may reduce their workload from full to part-time, with retirement benefits (STRS) based on full-time employment. Retirement to STRS must be immediately following the conclusion of this, unless the District and AEA mutually agree otherwise.

12.3.1.1. A maximum of three (3) unit members from each school site may be enrolled in the pre-retirement program at the same time. Members will be approved in the order of their written application.

12.3.1.2. The employee must have reached the age of 55.

12.3.1.3. The employee must have been employed full-time in positions requiring certification for at least ten (10) years, of which the immediately preceding five (5) years were full time.

- 12.3.1.4. Applications must be received by Human Resources no later than April 30th of the school year preceding participation in the program.
- 12.3.1.5. Applicants will be informed of their acceptance into the program no later than June 15th of the school year preceding participation in the program.
- 12.3.1.6. The District and the employee will make the contribution required by full-time employees to the State Teachers' Retirement System (STRS).
- 12.3.1.7. The option of part-time employment can be exercised at the request of the employee and can be revoked only with the mutual consent of the employer and the employee.
- 12.3.1.8. The employee shall be paid a salary which is the pro rata share of the salary he or she would be earning had the employee not elected to exercise the option of part-time employment
- 12.3.1.9. The employee shall retain all other rights and benefits for which the employee makes the payments that would be required if the employee remained in full-time employment.
- 12.3.1.10. The employee shall receive health and dental benefits as provided full-time employees by the District and by law.
- 12.3.1.11. The minimum part-time employment shall be .6 FTE (60%) or greater.
- 12.3.1.12. STRS regulations shall be followed.
- 12.3.1.13. The employee shall accrue sick leave on a pro rata basis.
- 12.3.1.14. Employees who enter the pre-retirement reduced service option may continue for up to three (3) years.
- 12.3.1.15. For each full year on the pre-retirement reduced service option the employee (only those having been employed fewer than 15 years in the Acalanes Union High School District) shall forfeit one year of retirement medical benefits.
- 12.3.1.16. Employees electing pre-retirement options prior to January 1, 2001 are subject to the stipulations of the contract agreement agreed to by the District and the Association at the time of their election.