

FRINGE BENEFITS

28-1 Amount and Type

- A. For the duration of this agreement, the employee will pay up to 15% of the cost of the PPO medical premium for district sponsored single coverage medical insurance for each employee. For fiscal year ~~2014-2015~~ 2013-2014 only the district will absorb \$23.94 of the monthly cost.
- B. The types of insurance listed in 28-2 shall continue for the duration of this agreement.
- C. For eligible part-time MBUs, the medical insurance cost shall be prorated according to the percentage of the school year worked.
- D. ~~The District shall cease further contribution to District-sponsored single coverage medical insurance for employees who terminate employment before their last duty day of the fiscal year.~~

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28-2 TYPES OF INSURANCE

The District shall make available to each eligible MBU the following optional insurance programs from which a MBU may choose, at his/her own expense.

- A. Dental Insurance;
- B. Supplemental Life Insurance;
- C. Vision.
- D. Coverage for spouse and/or dependent children in items A and D above;
- F. Short-Term Disability Insurance

28-3 Insurance Committee

Future changes in the District's medical and health insurance program will be recommended by an insurance committee. This committee shall consist of eleven (11) members, five (5) appointed by the Association, and six (6) appointed by the District.

28-4 Health Insurance Benefit Retention

MBUs on unpaid leave may retain their insurance benefits by paying the premiums personally.

28-5 Open Enrollment

Any open enrollment period shall occur between the dates of August and May, and shall be at least thirty (30) calendar days in duration. A MBU may discontinue participation in any portion of the insurance program at any time, subject to a qualifying status change, as defined by federal law.

28-6 Newly Eligible Employees

A newly eligible employee shall be provided at least thirty (30) calendar days to enroll in an insurance program in accordance with Article 28-1. If he/she declines to participate in any District insurance programs, he/she shall so indicate the refusal on the enrollment form.

28-7 Life Insurance

All full-time MBUs shall be provided at District expense with a term life insurance policy equal to the MBU's base salary as of July 1, but not less than \$10,000. Part-time MBUs shall receive at District expense a term life insurance policy equal to half of the MBU's base salary as of July 1, but not less than \$5,000. MBUs shall have the option of purchasing additional term life insurance at his/her own expense.

28-8 Payroll Deduction

Payroll deduction shall be made available upon request to any MBU for any of the following:

- A. District approved benefits;
- B. Direct deposit to District-approved banking institutions.

James 5/5/14
TUSD

James G. Daniels 5/5/14