

ARTICLE XII - HEALTH AND WELFARE BENEFITS

- A. Except as otherwise provided in this Agreement, effective July 1, 2018, 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>Total Maximum</u>
Employee only:	\$ 932.16
Employee + one:	\$1,228.16
Family:	\$1,630.16

Effective July 1, 2018, the District shall increase its contribution for health and welfare benefits for bargaining members in the Adult Education program by the following amounts:

	<u>Total Maximum</u>
Employee only:	\$ 881.90
Employee + one:	\$1,177.90
Family:	\$1,579.90

An increase in employer health and welfare benefit contributions (CAP) 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 shall be provided by MCSIG.
- E. A twenty-five thousand-dollar (\$25,000) term life insurance policy will be provided each employee when such policy is offered by MCSIG.
- 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.
- G. Effective October 1, 2017, all bargaining unit members shall have the option to opt-out of medical coverage through MCSIG. However, bargaining unit members shall be allowed to enroll in dental, vision, EAP and life insurance coverage, even if opting out of medical. Employees shall be required to provide proof of viable proof of medical coverage, as defined by the Affordable Care Act.