

- A. The Board will provide medical, dental, and vision coverage for all regular and permanent employees on the following basis:
1. For employees working 7.25 hours to 8.0 hours per day, the Board will:
    - a. Medical - The Board will pay **\$537.23 (effective July 1, 2006)** per month for individual and family medical and hospitalization coverage unless this amount is changed as a result of subsequent negotiations.
    - b. Dental - Pay the necessary monthly premium for individual and family coverage each month.
    - c. Vision - Beginning July 1, 2013 the District will cover the full cost of the Vision plan.
  2. For employees working 6.25 hours to 7.24 hours per day, the Board will provide up to 7/8's of the maximum insurance payment (cap) for coverage of the individual and/or family.
  3. For employees working 5.25 hours to 6.24 hours per day, the Board will provide up to 6/8's of the maximum insurance payment (cap) for coverage of the individual and/or family.
  4. For employees working 4.25 hours to 5.24 hours per day, the Board will provide up to 5/8's of the maximum insurance payment (cap) for coverage of the individual and/or family.
  5. For employees working 4.0 hours to 4.24 hours per day, the Board will provide up to 4/8's of the maximum insurance payment (cap) for coverage of the individual and/or family.
  6. Part-time employees of the District as of September 6, 1977, shall receive the full dollar amount provided by the District to full-time employees for medical and dental insurance until they no longer serve in a part-time position with the District or until expiration of this Agreement, whichever is sooner.

B. Disability Insurance

The District will pay the full cost of the Disability Insurance for Bargaining Unit Members.

- C. Effective August 23, 1983, all future employees to be eligible for benefits must be employed for twenty (20) hours or more per week.
- D. Upon termination of an employee's service with the District, the employee's health and dental insurance as described above will cease to be paid by the Board. However, certain employees and their dependents may be eligible for continuation of benefits under COBRA, if they pay for the benefits themselves. Furthermore, an employee may upon retirement continue with group coverage upon payment of his/her monthly premium according to the rules of the carrier.
- E. The benefits stated above shall be by way of a fringe benefit with no cash reimbursement for those employees who do not qualify for or participate in medical, dental, or vision coverage.
- F. To be eligible for hospitalization, dental, and vision coverage, the employee must be in a paid status. Employees on non-paid leaves of absence in excess of three weeks shall be required to pay for the insurance or else it will be terminated.
- G. In the event of any violation of the no-strike clause, this provision shall be immediately terminated and discontinued for the duration of the strike and a period of time thereafter to be determined by the Board, and the employer shall be reimbursed by each employee for any premium paid but unused.
- H. The Board, by payment of the premium payments required to provide the coverage as agreed upon, shall be relieved from all liability with respect to the benefits provided by the insurance coverage. The failure of an insurance company to provide any of the benefits which it has contracted for any reason shall not result in any liability to the Board or the Association nor shall such failure be considered a breach by either of them of any obligation under this Article.
- I. Differences between employees or beneficiaries of employees and any insurance company shall not be subject to the Grievance Procedure.

ARTICLE 4  
EMPLOYEE BENEFITS - Continued

---

- J. Subject to the terms of the contract with the respective insurance carriers, it is the intent of the parties that insurance benefits provided shall commence on the first compensable working day of the employee's employment and that coverage shall remain in effect continuously for the duration of this Agreement as long as the employee is actively employed by the Board.
- K. The Board shall select the insurance carriers, determine the benefits, and negotiate the rate structure between the District and the carriers. It is expressly agreed that the Board or its agents may at its discretion investigate and implement a self-insurance method of providing medical and/or dental or other benefits so long as the services provided are not substantially less than those currently provided. Should another method be decided upon, the District will discuss such change with Association representatives and included in those discussions will be the effect on employees not currently covered by the policies offered.
- L. Notwithstanding the provisions of this paragraph, the terms of any contract or policy issued by an insurance company hereunder shall be controlling as to all matters concerning benefits, eligibility and termination of coverage, and other related matters.
- M. Insurance premium deductions for employees working fewer than twelve (12) months shall be made on a nine (9) months basis to coincide with the normal number of paychecks issued to the employee per year.
- N. The District shall provide necessary release time related to initial and follow-up tests for determining an employee's physical condition as required by the District. Such costs shall be borne by the District. The cost of necessary X-rays shall be borne by the District when referred by the examining physician.
- O. By November 1<sup>st</sup> during each school year PUSD will meet with the Chapter President and two Bargaining Members of PACE to discuss the possibility of a retirement incentive. This will take place outside of the formal "Collective Bargaining Agreement" negotiations.