

TENTATIVE AGREEMENT
BETWEEN THE
DENAIR UNIFIED SCHOOL DISTRICT
AND THE
DENAIR UNIFIED TEACHERS' ASSOCIATION
ARTICLE 17

Denair Unified School District shall enter ~~Self Insured Schools of California (“SISC”) JPA Agreement and bylaws~~ into a contract with Taylor and Associates for medical membership effective ~~January 1, 2012~~ October 1, 2017.

~~Contract language in Article 17 shall be revised to comply with the SISC JPA Agreement and bylaws as presented to and approved by the Denair Unified School Board of Trustees.~~

17.1 Contribution

The District will contribute to the teacher's health and welfare benefit program as listed on Appendix A, and prorated for those teachers who are contracted for less than a full day and for less than the entire teacher work year. These teachers shall be known as part-time teachers. The District's contribution toward a part-time teacher's health and welfare benefit program will be prorated on the actual hours for which the part-time teacher is contracted.

17.2 IRC Plan

The program consists of benefit plans arranged in three (3) modules which shall be administered through an Internal Revenue Code (“IRC”) Section 125 Plan. The IRC Plan shall include a premium conversion option.

17.3.1 Available Benefits in Modular Form

17.3.1 Employee-Only Coverage

Module 1

~~SISC~~ Medical

Dental

Vision

Life

Module 2

Dental

Vision

Life

Cash

17.3.2 Dependent Coverage

Module 3

~~SISC~~ Medical Dependent

Dental

Vision
Life

17.4 Selection of Coverages

~~All full-time teacher (90% or more) hired on or after January 1, 2012, must participate with SISC.~~

All part-time teachers (less than 90%) hired before July 1, 2017 or teachers hired before January 1, 2012 must select either one of the modules from the three (3) modules listed above or decline all benefit plans including, but not limited to, cash-in-lieu. In the event a teacher's request to add to his/her health and welfare benefit plan exceeds the District's contribution as specified above, the District will grant a teacher's request for additional coverage after said teacher signs a payroll deduction.

17.5 Teachers Electing Not to Take Medical Coverage

All teachers not covered under section 17.4 listed above, must select either Module 1 or Module 3 listed above or~~A teacher hired prior to January 1, 2012, who elects not to take one of the modules listed above must~~ provide documentation to the District that he/she is covered by a group medical plan. The District Office will document the expiration date of such a medical plan. In the event the teacher does not submit documentation prior to the expiration date to indicate he/she is covered for a subsequent period, the District will enroll the teacher in Module Number 1.

17.6 Combined Contribution

Married couples employed by the District may combine the District's contribution specified in Article 17.1 above.

The benefits provided by this Section are subject to any changes made in future negotiations, and in no event shall the benefits or premium contributions provided retirees exceed those provided active employees. In addition, subject to negotiation with DUTA, this Article is subject to change pursuant to the SISC JPA Agreement and bylaws~~District agreement with Taylor and Associates.~~

DENAIR UNIFIED TEACHERS' ASSOCIATION

DATE

La Cole

5-16-18

Junda Richardson

5/16/18

Craig Campbell

5-16-18

Jamie Peot

5-10-18

DENAIR UNIFIED SCHOOL DISTRICT

Aaron Rosander

5/16/18

Aaron Rosander, Superintendent

Date