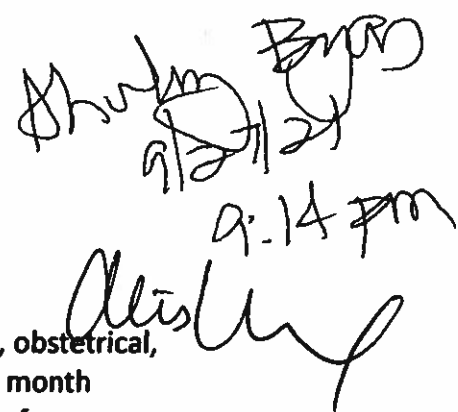




ARTICLE XVII

Insurance/Benefits



Shirley B...
9/2/21
9:14 pm
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17.1 The Board shall provide basic comprehensive, hospital, medical, obstetrical, major medical, group life insurance protection for a twelve (12) month period. The Board shall pay a maximum ~~per 2021 calendar year~~ of seven thousand, eight hundred, thirty-three dollars (\$7,833.00) for such coverage. (Group health \$7,731.00, Group Life \$102.00) In the event the Board offers an insurance plan option that costs less than the amounts referenced above, the Board will pay only the actual cost associated with that plan's design. If the employee selects a plan option whose design includes a Health Savings Account (HSA), the Board will contribute the difference between the Board's group health contribution and the cost of the employee only HSA plan to the employee's HSA. ~~The Board will pick up any increase in health insurance for the 2020-2021 school year for an amount not to exceed the increase in the Employee Only Option.~~

Plans for additional coverage will be made available to the teacher at his/her expense.

- 17.2 The Board shall make available through payroll deduction, tax deferred annuity programs to all teachers in the district. Such programs shall be selected by the teacher choosing to participate.
- 17.3 The Board shall provide the Association with a payroll deduction slot for offering benefits and other programs to teachers.
The only obligation for the Board is the payroll deduction as designated by the employee through Public Employee Service Company (PESCO). The form used by PESCO must be approved by the Bay District's Business Office.
- 17.4 A FICA Alternative Plan for terminal pay will be provided to teachers.
- 17.5 A schedule outlining insurance premium deductions for the next instructional year, shall be developed and disseminated by payroll to currently employed teachers in the first week of May.

If a newly hired teacher elects insurance coverage through the District and election of such coverage requires more than \$300.00 of catch-up (beyond the normally deducted amount) insurance premium deductions in a single paycheck, then the District will prorate the catch-up premium amount due.