

ARTICLE XIX

HEALTH AND WELFARE BENEFITS

~~The District will join the Regional Employer/Employee Partnership for Benefits ("REEP"), effective July 1, 1997. Unless the parties agree otherwise, all insurance benefits available under this Article will be provided only through REEP pursuant to REEP rules and regulations. Unit Members electing benefits under this Article must participate in a major medical package. The district shall ensure that one of the annual health and welfare options is a "Value Plan" that is currently offered in 2014/2015. District contributions for less than full-time Bargaining Unit Members shall be pro-rated based upon the percentage of assignment set forth in the unit member's employment contract.~~

The District and Association shall execute a memorandum prior to the start of each benefit year setting forth those REEP plans/packages that will be available to Unit Members during the benefit year.

The Association agrees to abide by all REEP rules and regulations including but not limited to participation in a District Insurance Committee.

Each Bargaining Unit Member must decide which major medical package they will participate in during the open enrollment period prior to the commencement of the benefit year. The District will pay the actual cost of an eligible employee's health benefits up to a maximum of ~~twelve thousand and fifty dollars (\$12,050)~~ twelve thousand six hundred dollars (\$12,600) per year for each eligible employee. Two thousand and six hundred ~~fifty dollars (\$2,050)~~ (\$2,600) will be paid to each eligible employee who has comparable health benefit coverage through a spouse and elects to waive coverage. The savings from this waiver of benefit program shall be used to offset health benefit cost increases that occur during the year for which the waivers apply. The savings from said program

29 shall not accumulate from year to year. It is the clear intention of the District and the Association
30 that all of the savings generated by the waiver of benefit program shall be applied against health benefit
increases during the year for which the waivers apply before any payroll deduction for premium costs is
implemented. Any such payroll deduction for premium costs shall be calculated based upon the composite
32 rate for the plan selected by the unit member.

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36 Any equity distributions/rebates from REEP shall be placed into a separate fund, hereafter
37 referred to as the Benefits Cost Offset Fund, Fund No. 110, to be used to offset benefit cost
38 increases. Written concurrence of the Association President, CSEA President, and District
39 Superintendent are required to remove/distribute any monies from the Benefits Cost Offset Fund
40 except for the distribution authorized below.

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42 Each participating entity' s (e.g., District, CSEA, BTA) proportionate share of any such
43 distribution , as determined by the ratio of employee lives to overall District participating
44 employee lives for the distribution year, shall be segregated within the separate Benefits Cost
45 Offset Fund. However, should said segregated fund exceed 50% of District premium
46 contributions for Bargaining Unit Members in a given fiscal year, the proportional share of the
47 excess shall be distributed equally in the following year to all then employed Bargaining Unit
48 Members (such distribution shall be accomplished as soon as practicable).

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50 Any physical examination required by the District to verify illness or industrial accident
51 disabilities shall be at the District' s expense. Unless otherwise prohibited by law, the District has
52 the option of requiring the physical examination to be given by a District-designated examiner.
53 Letter confirming Bargaining Unit member's health status from the Bargaining Unit member's
54 attending physician shall not fall under this paragraph.

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Bargaining Unit Members shall have the option upon retirement (retirement is defined as retirement through an approved STRS/PERS Plan) of maintaining their membership in the District's group health insurance plan by paying in advance of due date the premiums due. Upon reaching the age at which time state or federal medical programs are available, the retiree shall discontinue participation in the District plan. (Unit Members may also be eligible for additional benefits pursuant to Article XVIII.)

MEDICARE


The District will offer Medicare to those who are qualified. The expense to Bargaining Unit member will be the Medicare rate. The District will match the Bargaining Unit Member contribution, as required by Medicare law.

Date: 5/27/2022

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Mr. Randy Robinson
Lead Negotiator
Banning Teachers' Association (BTA)



Mr. Terrence Davis
Superintendent
Banning Unified School District