

OSEA 2019/20 Insurance Cap Update

ARTICLE 12: INSURANCE

- 12.1 For classified employees employed prior to 7/1/2001, the District shall provide each regular classified employee scheduled to work at least 636 regularly assigned annual hours with medical, dental and vision benefits. Regular classified employees scheduled to work less than 636 regularly assigned annual hours will receive one-half (1/2) the benefits provided to full-time regular classified employees.
- 12.2 Beginning in the ~~2018-19~~ **2019/20** school year, the District's obligation toward the insurance premium shall not exceed ~~\$1375~~ **\$1525** per eligible employee per month.

Beginning in the 2019-20 & 2020-21 school years, the District's obligation toward the insurance premium shall match the teacher cap.

If an employee voluntarily reduces hours, on or after 7/1/2001, the pro-ration provided for in 12.3 will apply.

- 12.3 For all classified employees hired on or after 7/1/2001, the District shall pay the health insurance premiums of each regular classified employee his/her family health insurance on a pro-rated basis, based upon the following schedule:

<u>Annual Hours</u>	<u>% of District Contribution</u>
1700 and up	100% = \$1375.00 \$1525.00
1300 to 1699	85% = \$1168.75 \$1296.25
1000 to 1299	70% = \$962.50 \$1067.50
700 to 999	55% = \$756.25 \$838.75
< 700	No Benefits

% of District contribution for years 2019-20 & 2020-21 shall be based on the teacher cap.

- 12.4 Employees otherwise eligible to receive health insurance benefits may elect to receive \$2/hour in addition to current pay, in lieu of health benefits, subject to the limitations of the insurance carrier.

Employees not eligible for health benefits (see 12.3 above), will receive \$1/hour in addition to current pay.

In the case where two (2) employees in the same family are each receiving health insurance coverage, the employee with the fewer annual work hours will be eligible for the \$2/hour option in lieu of health coverage.