

ARTICLE 17 BENEFITS

~~An ongoing insurance committee is established to review insurance coverage and prices to keep limits on spending and promote cost effective use of the insurance benefit package.~~ The insurance committee shall consist of at least five (5) members: three (3) appointed by OSEA Chapter 22; and two (2) by the Superintendent will meet at least once per year to review current plans, review new plan rates, and provide input as to the plans offered by the district. The insurance ~~benefits plans~~ shall be selected by OSEA Chapter 22.

Employees will receive the following insurance contributions based on their average hours scheduled per week:

<u>Hours per week</u>	<u>Percent of Contribution</u>
20-31.75	87.5%
32-40	100%

The District's contribution to insurance will be based on tiered rates ~~on an insurance contribution from the District for eight (8) hour employees for the school year.~~ The following rates will be effective July 1, 2022 through September 30, 2023.

Employee Only \$568.61
Employee/Spouse \$1248.52
Employee/Children \$1044.66
Family \$1666.17

The District's contribution to insurance will be based on tiered rates. The following rates will be effective October 1, 2023 through September 30, 2024.

Employee Only **\$595.06**
Employee/Spouse **\$1,306.59**
Employee/Children **\$1,093.25**
Family **\$1,743.66**

If the District agrees to a higher amount of any of the above tiered rates for any other bargaining or work group during the term of this agreement, the District shall increase the total for the classified bargaining group in the same amount/percentage.

~~In June 2023, the parties will re-open this Agreement for negotiation of insurance for~~

~~contract year 2023-2024. Each of the parties may select one additional article to re-open for negotiations.~~

In June 2024, the parties will re-open this Agreement for negotiation of insurance for contract year 2024-2025. Each of the parties may select one additional article to re-open for negotiations.

Those employees who are married to other Three Rivers School District Employees will receive the tiered cap contribution from the District based on the number of hours worked for each employee.

For any bargaining unit employee who elects the District HSA plan, the District will contribute \$100 per month for full-time eight (8) hour employees or a pro-rated portion to insurance-eligible employees who have less hours.

Retirees and active employees will be billed on a tiered rate.

- A. The District agrees to provide employee only "primary integration" long-term disability insurance for members of the bargaining unit working twenty (20) or more hours per week on an OSEA/District Committee adopted disability insurance plan.
- B. Insurance benefits will be available for the employees in the bargaining unit who work twenty (20) or more hours per week and shall take effect the first of the month following the date of hire. However, those employees who do not desire this coverage shall so indicate by signing a waiver of coverage.
- C. Classified employees hired for less than twenty (20) hours per week will not be eligible for insurance. Classified employees hired for twenty (20) or more hours but less than thirty-two (32) hours will receive insurance on a pro-rated basis. Employees working less than twenty hours (20) per week shall not be eligible for benefits.

Employees hired after July 1, 2000 who are working less than eight (8) hours, will have the option whether or not to purchase insurance. In the event a classified employee hired for less than forty (40) hours per week receives an increase in hours at a future date, the pro-rated portion of the insurance will adjust accordingly.

D. Opt-Out Incentive Program

The District and OSEA agree that insurance eligible OSEA members can access the Program subject to the following terms and conditions:

- a. The program will be available to any insurance eligible classified employee who

opts out of all OEBB health care coverage (medical/pharmacy, dental and vision), provides proof of other medical and prescription group health care coverage, and executes a District provided Health Care Coverage Opt Out Form.

- b. Insurance eligible employees who work 32 hours or more per week are eligible for incentive compensation equal to ~~\$325~~ \$400 per month and will be paid to each opt out eligible employee. Insurance eligible 20-31.75 hours per week opt out classified employee compensation will be 87.5% of the full incentive stipend.
- c. Opt out employees can choose to receive the opt out incentive compensation as taxable cash but may elect to contribute the incentive amount to a qualified health care account or retirement account subject to applicable access and contribution limit restrictions.
- d. The District will withhold any applicable payroll tax deductions associated with the opt out employee's allocation of the incentive compensation.
- e. It will be the opt out employee's responsibility to review and comply with any applicable health related account of retirement account qualification and contribution limits.
- f. The opt out incentive contributions will be made on a monthly basis and cease for any month in which the District pays a group health care premium under the contract for the employee. If an employee leaves prior to the end of a pay period, their amount will be pro-rated for that month.

Exceptions: If an employee's daily or weekly hours are reduced due to reduction-in-force (RIF), downsizing, or non-disciplinary involuntary transfer related to budget considerations, said employee will be subject to the following provision:

Any employee who has a start date hired prior to July 1st, 2020 who falls under the above exceptions will have their insurance premiums paid at their original rate through June 20th, 2022.

For any employee who has a start date after June 30th, 2020 who falls under the above exceptions will have their insurance premiums paid at their original rate for three (3) months from the time of reduction during the term of this agreement. Upon reaching the fourth (4th) month, the employee will pay the pro-rata insurance premium rate based on their lowered hourly schedule. The intent of this paragraph is to enable those employees who incur reduced hours because of budget reductions, not management decisions, to have time to adjust to the loss of hourly pay, plus the increased pro rata insurance rate.

The District will provide a Section 125 plan at no cost to the employees.

E. EARLY RETIREMENT:

All employees hired after June 30, 2000 will not be eligible for the benefits described in this section.

Bargaining unit members who have a minimum of fifteen (15) years of continuous service with the District in a classified position and are on the highest step of the salary schedule, such members may voluntarily elect the option of early retirement. The District will provide a maximum of eighty-four (84) months or until Medicare eligible for medical, dental and vision insurance under the following provisions:

Those employees retiring after June 30, 2011 will receive the same insurance provisions under the same conditions as listed above, but benefit will be for the employee only.

For those not eligible under the above provision, but who ~~quality~~ **qualify** for full retirement under the Public Employee's Retirement System, may continue the hospital medical insurance at their own expense through group participation until such employees reach Medicare eligibility.

F. PERS "Pick-Up": The District shall assume and pay a six percent (6%) average employee contribution to the Public Employees Retirement Fund for the employee members participating in the Public Employees Retirement System. Such "pick-up" or payment of employee member monthly contributions to the system shall continue for the life of this Agreement and shall be applicable to employees who first begin to participate in the system on and after the date of the signing of this Agreement to its termination. The full amount of required employee contribution "picked up" or paid by the District on behalf of employees pursuant to this Agreement shall be considered as "salary" within the meaning of ORS 237.003 (8) for the purpose of computing an employee member's "final average salary" within the meaning of ORS 237.003 (12), but shall not be considered as "salary" for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 237.971. Such "picked up" or paid employee contributions shall be credited to employee accounts pursuant to ORS 237.071 (2) and shall be considered to be employee contributions for the purposes of ORS 237.001 to 237.320.

G. Staff Development: Staff development is defined in this Article as the mutual agreement between the parties to enhance OSEA Chapter 22 classified employee job skills, and professional growth to the benefit of the parties, and Three Rivers/Josephine County School District students. Temporary employees are not eligible for these funds.

1. The District will allocate \$5000.00 annually for the purpose of classified employee staff development.

The Director of Human Resources and the local OSEA President shall determine eligibility requirements and procedures for application. Consideration of applications shall be based on the relevancy of the training to the classified employee's assignment, the potential value to the District, and the distribution of funds district-wide. Note: This fund is not intended for use as a

tuition reimbursement fund for “credit” courses. However, a training experience that would otherwise be approved will not be disapproved simply because a classified employee would receive credit for the class.

Chairman, Board of Directors	Date
Three Rivers School District	

OSEA President	Date
----------------	------

Superintendent	Date
Three Rivers School District	

OSEA Field Representative	Date
---------------------------	------