

# 2011-2015 MASTER AGREEMENT PARAPROFESSIONALS

## FRINGE BENEFITS

### ARTICLE XVII EMPLOYEE BENEFITS

- A. Attendance at conferences, conventions, and out-of-district meetings may be requested by either party. When, by mutual agreement, the employee does attend such activities, the employee will be reimbursed for expenses. If such activities occur during working hours, the employee shall suffer no loss of pay.
- B. At the employer's discretion, employees may work or attend conferences, in-service training days, or school staff meetings. The employee will be paid at her/his regular hourly rate for each hour spent at the conference, in-service meeting, or staff meeting.
- C. When traveling on approved school business, the employee shall be reimbursed at the Board approved rate.
- D. When work assignments occur in more than one building, the employee shall be reimbursed for mileage at the Board approved rate.

#### E. Insurance Benefits

- 1. The Board shall provide all insurance benefits listed in PLAN A as listed below for all eligible bargaining unit members, except for those members electing benefits under PLAN B as listed below. Additionally, the Board shall provide the Long Term Disability Insurance benefits listed below for all.

- a. PLAN A

- i. HEALTH INSURANCE

- (a) Medical health coverage shall be Blue Cross Blue Shield Community Blue 1 (CB1) Plan, with a ten (\$10) office visit co-pay and the following riders: CNM, CNP, CRNA, DC, ECIP, ESRD, GCO, GCP-D, GLE-1, GPC-SAT2, HIT, HMN, ICMP, ASFP, BCP-PPO, BMT, CB-MH 0%, CB-MHP, CB-PCB, CB-PCM (750), CBPPO1, MLOS, ODMP, PDC, RAPS, ROMS, SD, SOCT, SOT-PE, SUBRO2, TBHD, XVA-2, MM65, MMC-PD. The funding arrangement shall be determined at the discretion of the District.
    - (b) A prescription program shall be provided through a third-party administrator with a zero (\$0.00) generic; twenty (\$20.00) brand name co-pay if no generic is available; and thirty (\$30.00) if a generic is available and the member chooses the brand name. If the brand name drug is a medical necessity determined and documented by the member's physician, then the co-pay will be twenty (\$20.00). In addition, members may receive a three-month supply of maintenance prescription drugs for a one month co-pay at either retail or mail order pharmacies. The prescription drug program will provide the same or better level of access to medications as Blue Cross Preferred prescription drug card.
    - (c) On January 1, 2011, a \$100/\$200 deductible will be added to the above stated plan. On January 1, 2013, the deductible will increase from \$100/\$200 to \$200/\$400; and on January 1, 2014, the deductible will increase from \$200/\$400 to \$300/\$600 for the above stated plan.

## ARTICLE XVII (continued)

(d) A bargaining unit member who is employed five (5) hours or more per day is considered full-time and is eligible. (*Twenty-five (25) hours per week*)

The Board shall provide, without cost to the employee, twenty-thousand (\$20,000) of life and AD&D insurance.

2. **Optical and Dental:** The Board shall provide without cost to the employee, dental and optical coverage which may be self-funded. See Appendix B for coverage levels.

(e) New hires will be granted health insurance benefits commencing on the ninety-first (91<sup>st</sup>) day of their employment.

3. **Health insurance payments** by the Board shall be for twelve (12) months or up to the date of resignation.

4. **Group Insurance** - Part Time Employees: For employees working three (3) hours or more but less than five (5) hours per day the Board will pay sixty-six and two thirds percent (50%) of the Board contribution;

### **PLAN B**

E. In-lieu of health insurance, the Board will pay each eligible employee three thousand dollars (\$3,000) per year. In addition, eligible employees who forego health insurance will be provided without cost to the employee dental, optical, LTD, and life insurance as identified in Appendix B.

If a National Health Insurance Program is instituted by action of Congress or any government agency during the life of this Agreement, the parties hereto shall meet to renegotiate this Article over the impact of the change(s). The parties agree that the objective of the negotiations will be to make employees whole for the level of benefits provided in this Agreement.

G. The Board shall provide, without cost to the employee, twenty-thousand (\$20,000) of life and AD&D insurance.

H. **Optical and Dental:** The Board shall provide without cost to the employee, dental and optical coverage which may be self-funded. See Appendix B for coverage levels.