



Antioch Education Association

United for Students

Antioch Education Association Proposal #4 February 18, 2021

ARTICLE 13 HEALTH AND WELFARE BENEFITS

13.1 Health Benefit Plans: The health and welfare benefits outlined in this Article apply to all unit members, including those hourly unit members teaching in the Alternative Programs and/or Schools.

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13.1.1 The District shall provide bargaining unit members the following health and welfare benefit plans. The specific plan designs shall be available to all bargaining unit members during open enrollment, and may be found on the AEA website (antiochteaches.org) or at the AUSD Human Resources Office.

- A. Medical Insurance: CalPERS Benefits Program
- B. Vision Insurance: VSP through California's Valued Trust
- C. Dental Insurance: Delta Dental through California's Valued Trust
- D. Life Insurance: The Standard Insurance Company
- E. Long Term Disability Insurance: The Standard Insurance Company
- F. Employee Assistance Plan: Morrell Shepell
- G. ~~Long Term Health Care insurance: Provident Unum~~

13.2 Eligibility

13.2.1 Full Time Unit Members: The District shall pay the cost of medical, dental and vision premiums as outlined immediately below for those bargaining unit members working full time. In addition, the District shall pay the full cost of basic life insurance, long term health care insurance and long term disability insurance.

Effective January 1, ~~2020~~ **2021** the District's monthly contribution to medical benefits per enrolled full-time unit member shall be:

- A. Single Party: The District shall pay no more than eleven thousand, ~~eight hundred fifty six (\$11,856)~~ **twelve thousand, ninety-six (\$12,096)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.
- B. Two-Party: The District shall pay no more than ~~sixteen thousand, nine hundred eighty (\$16,980)~~ **seventeen thousand, five hundred eighty (\$17,580)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.
- C. Family: The District shall pay no more than ~~twenty thousand, five hundred eighty (\$20,580)~~ **twenty-one thousand, six hundred sixty (\$21,660)** dollars annually

toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.

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13.3 IRC Cash Allowance Option

13.3.1 For unit members who waive medical coverage, the District shall provide a minimum of three thousand one hundred twenty (\$3,120) dollars annually for full time bargaining unit members participating in the IRC Section 125 Plan to be used to pay premiums for medical, dental and vision coverage. Unit members must show proof of enrollment in a group plan each year in order to qualify. Participation in dental and vision plans are mandatory. Unused portions may be taken in salary or used for expenses authorized by relevant IRS regulations. This money is in no way to be construed or negotiated as part of the regular pay rate, but is to be part of the Health and Welfare Benefits.

13.3.2 Bargaining unit members who work at least fifty (50%) percent but less than full time shall be provided a prorated proportional amount of the three thousand, **one hundred twenty** (\$3,120) dollars benefit. *This is a correction from the 2019-2020 agreement*

The remainder of this article (including language omitted in this proposal) shall remain as status quo.