

**ANTIOCH UNIFIED SCHOOL DISTRICT PROPOSAL #4**  
**March, 2020**  
**ARTICLE 13**  
**HEALTH AND WELFARE BENEFITS**

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, 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 four hundred sixty (\$17,460)** 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 three hundred (\$21,300)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.

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 (\$3,000)~~ **three thousand one hundred twenty (\$3,120)** dollars benefit.

**Note: The remainder of Article 13 shall remain status quo.**