

ARTICLE XII
BENEFITS

A. Unit members with full-time assignments shall receive benefits as follows:

<u>TYPE</u>	<u>COVERS</u>	<u>PAID BY</u>
Medical	Employees & Dependents	District
Vision	Employees & Dependents	District
Dental	Employees & Dependents	District
Life	Employee Only	District

B. The District and Association agree to remain in the High Desert & Inland Employee/Employer Trust to provide benefits and implement cost containment provisions.

C. Part-time unit members will receive a pro rata share of the District contribution for benefits based on the same percentage of full-time used for salary calculation purposes (also see Article XV – Section E).

D. The District and Association agree to meet, review and modify, if necessary, the benefit programs included herein.

E. All unit members shall be required to participate in the health insurance plan unless qualified to relinquish benefits to a job share partner.

F. Couples (defined as spouses or registered domestic partners), both employed fulltime by the Victor Elementary School District, and eligible for benefits, may choose to have one unit member opt out of the medical insurance benefit. Therefore, one unit member will become the primary and carry the medical insurance and the other unit member will be a dependent. This opportunity will be offered on a first come, first served basis and will be limited to 10% of all covered members in the Victor Elementary School District. Unit members, who choose to receive only one medical insurance benefit package per couple, shall receive a stipend of \$2,500 per eligible unit member paid tenthly. The District shall continue to pay the dental, vision and life insurance benefits for the unit member opting out of medical insurance. Eligible couples must make an annual decision to opt out of the District-paid medical insurance program during the open enrollment period. Unit members who opt-out will have the opportunity to re-enroll during the annual open enrollment period or under the following circumstances:

- 1 1. Termination of eligibility under another plan
- 2 2. Involuntary termination of another plan
- 3 3. Cessation of the other unit member's contribution for coverage
- 4 4. Death of a spouse or partner
- 5 5. Divorce or termination of the domestic partnership
- 6 6. A court order that states unit member must provide medical coverage for an
- 7 eligible spouse, domestic partner or eligible child(ren).

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9The District agrees to pay the stipend of \$2,500 to the unit member who opts out of the
10medical insurance. The difference between the stipend and the unit member's premium will
11be placed in a special fund to offset the cost of all medical health premiums for the following
12year.

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14 G. Retiree benefits

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- 16 1. Unit members who retire between the ages of 55 and 65 and have 10 years
17 of service with the District shall be eligible for the same medical insurance
18 as provided to active unit members. Medical insurance coverage for the
19 retiree and spouse will be extended until age 65 or until the retiree is
20 eligible for Medicare, whichever occurs first.
- 21
- 22 2. Unit members who retire prior to the age of 55 and have 10 years service
23 with the District shall be eligible for the same medical insurance as
24 provided to active unit members. Medical insurance coverage for retiree
25 and spouse will begin at retirement for a maximum of 10 years or until the
26 retiree is eligible for Medicare, whichever occurs first.
- 27
- 28 3. If the medical benefit plan design and/or providers change for active unit
29 members so will the coverage change for retirees. In the event of the
30 retiree's death, this medical coverage for the spouse will cease.
- 31
- 32 4. This agreement provision will be reviewed annually to determine its
33 financial feasibility.

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