

ARTICLE 17 - Insurance Benefits

- 17.1 For the ~~2022-2023~~2026-27 insurance plan year (October 1, ~~2022-2026~~through September 30, ~~2023~~2027), the ESD shall contribute one thousand six hundred fifty dollars (\$1,650) ~~\$1448~~ per month or the insurance contribution amount provided to other employee groups, whichever is greater, prorated per FTE for all employees .5 FTE and above to an ~~OSEA-Union~~ insurance benefit pool to pay the premium costs of medical, dental, and vision insurance plans.

~~The ESD will increase the ESD's contribution \$25 per month for each year of the contract, beginning October 1, 2023.~~

~~Based on data from October 1st to April 15th of each school year, OSEA chapter 101 and NWRES D will project the estimated balance of the insurance pool at the end of the plan year. If the balance is projected to be less than \$350,000 it will trigger an automatic reopener to renegotiate insurance benefits only for the following school year.~~

~~In the event that aggregate pool expenditures exceed total contributions, resulting in a deficit, the ESD shall fund any shortfall necessary to maintain pool solvency until such time as the parties negotiate terms through collective bargaining.~~

- 17.2 Any and all interest or other earnings accrued from the insurance benefit pool shall only be used in the insurance pool.

- 17.3 The ESD shall provide the Union with a quarterly report on the insurance benefit pool, including all deposits and withdrawals fiscal year to date, and insurance selections made by all applicable employees.

- 17.4 The Union will notify the ESD in writing by the date required by OEBB, and no later than June 15, each year, of any changes to the current year's plan selections or rate structures for the following year. Upon notification from the ~~Association~~Union, the ESD will prepare employee enrollment documents for OSEA to approve no later than July 15 to prepare for open enrollment.

- ~~17.5 In the event there is no successor agreement, the ESD's obligation toward the premiums for insurance herein shall be "capped" at the amounts that exist in the final months of this Agreement.~~

- 17.6 The ESD shall contribute to the pool based on total FTE of Classified members. ~~The pool funds shall be applied to the premium costs of insurance benefits for eligible employees according to Distribution outlined below.~~

~~(a) Full Time Employees whose FTE is .75 or more: Medical, Dental, and Vision premiums are covered in full. No out of pocket premiums will be charged for the ~~2022-2023~~2026-27 plan year. ~~Future years of the contract will be determined by the monthly contribution of the ESD.~~~~

~~(b) Part Time Employees whose FTE is .50-.74 receive a prorated district contribution to be applied to the cost of Medical, Dental, and Vision premiums for Emp Only, Emp+Sp, Emp+Kids, Emp+Family. The employee is responsible to pay the difference.~~

(c) Employees whose FTE is .49 or below are not eligible for insurance benefits.

17.7 The ESD does not guarantee against unilateral changes in benefits initiated solely by the insurance carriers (companies). In the event of carrier-initiated benefit or program changes during the life of this Agreement, the parties agree to meet and bargain regarding potential options.