

ARTICLE 8: HEALTH/FRINGE BENEFITS

8.1 The District shall provide unit members with medical, dental, vision and basic life insurance (\$10,000) benefits. Current coverage and costs will remain in effect through December 31, 2003. Effective January 1, 2004, the District shall contribute a maximum of \$9,000.00 per year towards these benefits. The unit member shall pay for costs in excess of the benefit cap. 2002-2005 BD 6/3/03

8.2 It has been the practice of the Garvey Education Association and the Garvey School District for unit members who need a family plan (more than 2 parties) to provide at least one plan without a premium expense to the unit member.

Unit members choosing the lowest family plan and lowest dental and vision plan will have their total cost for medical, dental, vision, and basic life insurance (\$10,000) paid for by the District regardless of the \$9,000 cap. Currently the Kaiser family plan and the Delta Dental PMI costs exceed the \$9,000.00 cap. Should the cost of the lowest family plan drop, the unit member may choose an alternative dental plan subject to the \$9,000.00 cap.

8.3 In the event the District increases the benefit cap (medical, dental, vision, life (\$10,000) above \$9,000 for any other employee group, the GEA shall receive the increased benefit cap.

8.4 Domestic Partners:
Effective January 1, 2004, the District agrees to include domestic partners and their dependents in the benefit package. The Association and the District will meet and develop criteria, taking into account the requirements of the health provider.

8.5 Unit members who work a complete school year under the District's fringe benefit program are covered through September 30 of each year. Unit members who are employed subsequent to the first day of the school year shall have their benefits become effective on their first working day.

8.6 Unit members shall continue to be covered under the Health Benefit Plan through July 31 of the year the termination occurred.

8.7 Unit members shall continue to be covered under the District's Health Benefit Plan through September 30 of the year in which this Agreement expires.

8.8 Health Insurance for married couples in which both are unit members:
The Association and the District hereby agree, in the event two members of the bargaining unit, who are married to each other, and/or have dependent children, that the full dollar amount of the family's insurance premiums shall be paid by the District without any contribution from either unit member provided that:

8.8.1 All members of the family voluntarily elect coverage under the same hospitalization, vision care, and other insurance programs

that provide for dependent coverage;

- 8.8.2 One unit member voluntarily elects to be covered as dependent on the other unit member's policies and waives his/her right to separately paid coverage;
 - 8.8.3 The above agreement is acceptable to the insurance company and does not result in any increase in cost to the District.
- 8.9 The District Insurance Committee shall be comprised of four (4) representatives from District administration, four (4) representatives plus the unit president from the Garvey Education Association (GEA) and four (4) representatives plus the unit president from the California State Employees Association (CSEA), Chapter 292.