

ARTICLE 27

HEALTH BENEFITS

- A. Unit members must work a minimum of four (4) hours per day or twenty (20) hours per week (fifty-seven percent (57%) of a full-time position) to participate in health benefits. Unit members who work seventy-five percent (75%) or more of a full-time position per year are eligible for the maximum employer contribution. Unit members who work between fifty-seven percent (57%) and seventy-five percent (75%) of a full-time position shall receive a pro rata contribution using seventy-five percent (75%) as the full-time base for the employer health benefit contribution (i.e., a sixty percent (60%) position would be entitled to eighty-five percent (85%) of the employer contribution; a seventy percent (70%) position would be entitled to ninety-five percent (95%)).
- B. The maximum County Office contribution for combined medical, dental, vision and term life insurance benefits is one thousand dollars (\$1,175) per month. If the combined cost of these benefits exceeds the maximum County Office contribution, the excess cost shall be paid by the unit member by payroll deduction unless another arrangement has been agreed to by the Superintendent and the Association.
- C. At the time of employment or during the period of open enrollment each school year, eligible unit members may select enrollment in any of the optional health plans selected annually by the Association.
- D. A unit member on paid leave shall continue to receive the County Office contribution. A unit member on unpaid leave remains eligible provided he or she pays the full cost of health insurance during the leave period. It shall be the

- responsibility of the unit member when returning from leave to notify the County Office Payroll Department to resume payments of benefits that may have been canceled or placed on a self-pay basis during the leave period.
- E. A unit member who terminates employment during the school year shall continue to receive the County Office contribution until the last day of the month of termination. A unit member who is non-reelected effective at the end of the school year shall receive the County Office contribution until August 31st. A unit member who resigns or retires effective at the end of the school year and informs the Superintendent of the resignation or retirement prior to June 15th, or a unit member who is laid off effective at the end of any school year may choose to continue to receive the County Office contribution through August 31st. Upon the termination of the County Office contribution, any of the above persons are eligible to participate in COBRA as prescribed by law.
- F. Unit member premium contributions for the months of July and August will be deducted from the unit member's June end-of-month paycheck.