

ARTICLE 10: BENEFITS

Benefits for Bargaining Unit Members ~~Substitute Teachers~~

A. Health Insurance

1. ~~Substitute~~ Bargaining Unit Member Eligibility

- a. ~~Substitute teachers~~ Bargaining unit members who have substituted a minimum of **480 hours, the equivalent of** sixty (60) full days, ~~or the equivalent of 480 hours in combined full and partial days~~ in the Beaverton School District the previous year are eligible to participate in the District's Kaiser group health insurance plans.
- b. Retired Beaverton School District teachers who do not qualify for insurance under Article **10, 9, Section A3 (a)** ~~Section 3 (a)~~ who have substituted a minimum **of 400 hours, the equivalent of** fifty (50) full days, ~~or the equivalent of 400 hours in combined full and partial days~~ in the Beaverton School District the previous year are eligible to participate in the District's Kaiser group health insurance plans.
- c. ~~Substitute teachers~~ Bargaining unit members hired January - June who substitute **280 hours, the equivalent of** thirty-five (35) days, ~~or the equivalent of 280 hours in combined full and partial days~~ in the Beaverton School District will be eligible for insurance the following school year. This provision A1 (c) applies only to substitute employees who have not been previously hired **as** a substitute in the District.
- d. If eligibility is established in a year of substituting and interrupted by a temporary position the following year, eligibility will be retained for the year immediately following the temporary position.
- e. To establish eligibility, ~~substitute teachers~~ bargaining unit members must also sign an agreement **at provided by** the Human Resources **Department** Office that they will be available to substitute in the Beaverton District the entire school year during which coverage is provided and that they will be available to work a minimum of **sixty (60)** ~~eighty (80)~~ school days during that school year, **except as outlined in Article 10, Section A1 (b)**. Failure to complete this availability requirement (except for incapacitating illness, injury or childbirth) when the opportunity for work has been made available, will result in that bargaining unit member ~~substitute~~ being ineligible for health insurance coverage in the subsequent year. ~~In any event, any substitute teacher not included in Article 9, A1 (c), must teach a minimum of sixty (60) full days, or the equivalent of 480 hours in combined full and/or partial days each year to be eligible for health insurance the following year.~~

2. Coverage

- a. For eligible ~~substitutes~~ bargaining unit members electing such coverage, the District will pay ~~a total of~~ **up to** one-half of the District **licensed cap contribution** for the level of medical coverage (single, two-party, and family) selected under ~~a the~~ Kaiser plans and the **eligible** District-provided ~~lowest~~

dental coverage plan. The substitute **bargaining unit members** will pay any premium amount exceeding the District **contribution cap**.

- b. Eligible substitutes **bargaining unit members** who desire coverage on the plan must complete an application form, **an availability form as described in Article 10, Section A1 (e), submit and** a check for the 1st month's share of required premiums, and send them to the Human Resources **Department** Office by September 30th of each year. Thereafter, the substitute's **bargaining unit member's** share of required premiums will be deducted from their pay deposit each month. **Substitutes Bargaining unit members insurance eligibility extends from October to September each year, except as outlined in Article 10, Section A3 (a). Bargaining unit members are pre-deducted their monthly insurance premiums in their June pay deposit in order to pay for July, August and September coverage. If the bargaining unit member would like to waive their insurance coverage for July, August and September, they must contact Human Resources to waive their coverage by May 31st.** Substitutes **Bargaining unit members** who will not receive a pay deposit in any month, or where their pay deposit after deductions may not cover the substitute's **bargaining unit member's** share of required premium, must make payment to the District no later than the 20th of the month for coverage the following month. This also applies to coverage for July, August and September, ~~if the eligible substitute desires to have coverage extended during these months.~~
- c. ~~Substitutes enrolled in the Blue Cross medical program as of 6 January 1992, may continue in the Blue Cross medical program as long as they continue to meet the eligibility requirement. For these substitutes the District will continue to pay one-half (1/2) of the District cap for the level of coverage (single, two-party, family) selected under the Blue Cross program. Substitutes who qualify and elect to continue on the Blue Cross medical plan will pay any increase in the monthly premiums beyond the 1991-92 Blue Cross monthly premium.~~
- d. ~~Substitutes hired before July 1, 2014 who meet the eligibility requirements under the ACA for hours worked during the District's standard measurement period will have a 60 day administrative period to accept or decline the ACA medical coverage offered by the District. Substitutes **Bargaining unit members** hired after July 1, 2014 that meet the ACA requirements for hours worked for their initial measurement period (12 month look back from hire date) will have a 30 day administrative period to accept or decline the ACA medical coverage. for their first year of employment. After their first year of employment, the measurement period will be aligned with the District's standard measurement period.~~

3. Retired Teachers

- a. Retired teachers, who have been full-time teachers in the Beaverton School District in the immediately preceding school year, and who are selected by Beaverton School District to sub, will qualify for substitute insurance benefits **effective October 1st through February. If** they sub for a minimum of 25 full days or 200 hours from September – January, **the bargaining unit member will continue to qualify for substitute insurance benefits from March 1st through September.** If these criteria are not met, they will no longer receive the substitute's medical **insurance** benefit **effective March 1st** until such time as they qualify under Article **10 9**, Section A1 (b).

- b. Retired teachers as described in Article 10, Section A3 (a) and Article 10, Section A1 (b) who are enrolled in **Early Retiree Insurance** Kaiser medical insurance will have their monthly premium credited by the same maximum amount of dollars allowed for substitute teachers **bargaining unit members** under the Kaiser health plans programs, equivalent to the tier of coverage they're enrolled in. Those enrolled in Early Retiree Insurance are eligible to hold that coverage until age 65, or Medicare eligible, whichever comes first. Teachers who are substituting after retiring from the Beaverton School District, who have been enrolled in an insurance program other than Kaiser may continue in that other insurance program until age 65, or Medicare eligible, whichever comes first, and will be provided under this Section the same number of dollars per month as they otherwise would receive towards Kaiser insurance premiums.

B. Insurance **District Benefits** Committee

During the term of this Agreement, the Association will actively participate with the District Insurance **Benefits** Committee. BEA may appoint one substitute teachers **bargaining unit member** representative. The Insurance **District Benefits** Committee will study and may recommend methods to contain costs in group insurance benefits. In the event that the committee is unable to agree on the selection, the District shall make the final selection of carriers and plans no less than one month prior to the annual open enrollment period. Substantive changes are subject to ratification by the School Board and the BEA substitute teacher members.

C. Section 125: Flexible Spending Account

1. The District agrees to implement and pay the start up fee for a new **provide a** pre-tax benefit plan for all **bargaining unit members** employees. The plan will allow employees **bargaining unit members** to defer tax on the maximum income allowed by law and for purposes of the insurance premium payment.
2. The District Insurance **Benefits** Committee will select and monitor the plan and may recommend modifications as the plan is implemented. Any administrative fee not paid for by the carrier shall be paid by the participating employees.

D. Mileage Allowance

1. The District shall reimburse any employee **bargaining unit member** for all reasonable miles driven on behalf of the District required either as part of a substitute teacher's **bargaining unit member's** regularly assigned duties or any special assignment.
 - a. Travel to and from classes at a college or university will be excluded unless the employee **bargaining unit member** receives prior written approval.
 - b. Occasional travel to a District meeting or in-service will be excluded unless the meeting or in-service class meets more than three (3) times in any fiscal year.
 - c. Travel to and from a District work site and an employee's **bargaining unit member's** own residence will be excluded.

2. The employee **bargaining unit member** shall submit a request for reimbursement on the District's form to his or her immediate supervisor who shall review the request to verify the travel and shall forward the request to the Business Office. Verification means the miles driven were necessary and the employee **bargaining unit member** completed the travel. Reimbursement shall be made by the Business Office within ~~seven (7)~~ **fourteen (14)** working days after the voucher has been received.
3. Mileage shall be reimbursed based on the District's mileage chart or, if not listed, at the actual miles driven. The employee **bargaining unit member** shall receive the IRS allowed rate.

E. Employee Assistance Program

1. **Bargaining unit members who meet hours as defined in Article 10, Section A1 (a - c) and Section A3 (a) who elect substitute medical and/or dental insurance effective October 1st will be eligible for the District-provided Employee Assistance Program at no cost to the bargaining unit member.**