High Tech High
Proposal To
High Tech Education Collective – Certificated Unit

HTH Proposal Passed March 24, 2025
HTH Proposal Passed April 24, 2025 (Updated)

(Packaged with Recognition, Collective Rights, Grievance Procedure, Discipline, Layoffs and Reemployment, Hours, Wages, Leaves, Health and Wellness Benefits, Evaluations, and Effect of Agreement)

ARTICLE 12: HEALTH AND WELFARE BENEFITS

12.1 Eligibility

12.1.1 Bargaining Unit Eligibility for Health and Welfare Benefits

Eligible Certificated U~~u~~nit members consist of active unit members employed by HTH ~~pursuant to an employment contract~~ who regularly work twenty (20) hours a week or more.

12.1.2 Eligible Dependents

Eligible dependents are as defined by applicable law or the applicable benefit plan.

12.1.3 Effective Date and Termination of Coverages

12.1.3.1 Members become eligible for benefits on the first (1st) day of the month following their hire or transfer to a benefit eligible position.

12.1.3.2 Dependent coverage commences on the same date as the unit member's coverage or the date the dependent becomes an eligible dependent, whichever is later, to the extent permitted by law.

12.1.3.3 Unit members who have established eligibility for employer-paid benefits who work through the last work day of the school year will have coverage through July 31 of that calendar year.

12.1.3.4 Unit members who have established eligibility for employer-paid benefits and who separate from employment prior to the last work day of the school year will have coverage for the balance of the month in which the last day in paid status occurs. Refunds may be given to terminated employees in instances of overpayment.

12.1.3.5 Dependent coverage terminates on the date unit member coverage terminates or the date the dependent no longer qualifies as an eligible dependent, whichever occurs first.

12.1.3.6 For purposes of beginning or terminating coverage, unit members who are on an approved paid leave or as required by law shall continue to receive coverages provided for under this Article.

12.1.3.7 If a unit member does not enroll for coverage for self and eligible dependents under an HTH-sponsored medical, dental, and/or vision plan or does not enroll a newly eligible dependent within thirty (30) days of becoming eligible or allows such coverage to terminate, the unit member will not have the opportunity to enroll for such coverage until the next open enrollment period each year.

12.2 Medical Benefits Plans

HTH shall provide at least one (1) medical benefit plan option which meets the minimum essential coverage required by law to eligible unit members and eligible dependents. HTH shall make reasonable efforts to offer both a health maintenance organization (HMO) option and a preferred provider organization (PPO) option.

12.3 Dental Benefits Plan

HTH shall provide at least one (1) dental benefit plan option to eligible unit members and eligible dependents per the terms of the plan. HTH shall make reasonable efforts to offer both a dental maintenance organization (DMO) option and a preferred provider organization (PPO) option.

12.4 Employer Contribution: Medical, Dental

12.4.1 For employee medical coverage only, HTH shall pay one hundred percent (100%) of the full premium cost of the plan option selected by the employee up to a cap of $8,857. In the event that a unit member selects a plan option that exceeds the cost of this cap, then the unit member shall pay the difference between HTH's required contribution and the cost of the selected plan option.

12.4.2 For employee plus spouse or domestic partner, unit member plus child/children or unit member plus family, HTH shall pay 100% of the full premium cost of the medical plan options, ~~other than Kaiser plan options~~, up to a cap per plan year of $12,225. In the event that a unit member selects a plan option that exceeds the cost of the applicable cap, then the unit member shall pay the difference between HTH's required contribution and the cost of the selected plan option.

12.4.3 HTH shall pay the full premium cost of the dental plan options available up to a cap per plan year as specified below. ("DHMO" refers to Dental HMO; "DPPO" refers to Dental PPO). In the event that a unit member selects a plan option that exceeds the cost of the applicable cap, then the unit member shall pay the difference between HTH's required contribution and the cost of the selected plan option.

12.4.3.1 For unit member only HTH shall pay: $165 for DHMO and $432 for DPPO

12.4.3.2 For unit member plus spouse or domestic partner HTH shall pay: $333 for DHMO and $691 for DPPO

12.4.3.3 For unit member plus child/children HTH shall pay: $354 for DHMO and $821 for DPPO

12.4.3.4 For unit member plus family HTH shall pay: $564 for DHMO and $1,167 cap for DPPO

12.5 Additional Insurance

Full-time eligible unit members will also be covered under an insurance policy that includes Basic Life/Accidental Death and Dismemberment Insurance, Long-term Disability Insurance at no cost to the unit member. HTH may offer additional insurance plans that will be the unit member 's responsibility to purchase and pay for.

12.6 State Disability Insurance

HTH withholds legally required contributions for ~~All unit members are enrolled in~~ California State Disability Insurance (SDI) from all unit members' paycheck.

12.7 State Teachers Retirement System (STRS)

Unit members will be enrolled in State Teachers Retirement System ("STRS") or may continue in the Public Employee Retirement System ("PERS") if already enrolled in PERS to the extent permitted by law.

12.8 General

12.8.1 The benefits described in this Article are governed by the official plan documents associated with each benefit plan.

12.8.2 In advance of the beginning of the plan year which commences on August 1 of each year, employees may participate in open enrollment to change their benefit plan. Open enrollment is the only time of year that an employee may change their health benefit carrier. An employee may add or remove dependents during the contract year pending an IRS approved qualified event (e.g. pregnancy, death of a dependent, divorce, marriage). HTH will provide advance notice of the open enrollment period to the extent possible. HTH will provide at least one (1) benefits presentation for unit members during work time.

12.9 Flexible Spending Accounts

HTH will offer a Flexible Spending Account that includes both health care and dependent care.