

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

205 HEALTH BENEFITS

For the ~~2016-2017~~ **2018-2019** year, the District shall contribute toward the cost of health care, **\$1745.00** monthly per eligible member (.75 or greater FTE) who elects health coverage through the Public Education Health Trust.

For the 2019-2020 year, the District shall contribute toward the cost of health care, \$1,884.00 monthly per eligible member (.75 FTE or greater) who elects health coverage through the NEA Alaska Health Plan.

For the 2020-2021 year, the District shall contribute toward the cost of health care, \$2,035.00 monthly per eligible member (.75 or greater FTE) who elects health coverage through the NEA Alaska Health Plan.

If a member works less than 0.75 FTE and opts to participate in PEHT, the District's health insurance payment will be proportional to the percent of the full-time equivalency the teacher works and the member will pay the difference via payroll deduction.

This contribution shall be transmitted to the PEHT account with the clear understanding that such funds may be used only to provide a comprehensive health plan for ~~Anchorage School District AEA members~~ **teachers**. The District shall have no obligation or responsibility for any aspect of plan selection or for administration of benefits offered under whatever plan may be purchased by the Association.

- A. The District will apply the full amount of waiver funds retained in prior fiscal years to the members' portion of the premium amount on a monthly basis, until the retained funds from the prior fiscal years are expended.

~~The District will deposit a one-time payment of \$800,000 in to the waiver/reserve fund on or before February 1, 2018.~~

An independent accounting of the waiver monies will be provided by the District to the Association as agreed upon by the parties.

- B. The following procedures will be adhered to with respect to the timing of the

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District's contribution of funds to the PEHT

- The District will run an initial eligibility report, and based on that report will transmit the agreed-upon District contribution **and the employee contribution** per member times the number of members on the initial eligibility report to the PEHT within five District working days of the first of the month.
 - Prior to running the next month's eligibility report, the District will reconcile the actual number of eligible members with the number on the initial eligibility report, make any necessary adjustments and include any credit or debit adjustment with the next remittance of District contributions. A possible exception may occur with the June payment: if the reconciliation for June indicates the District needs to take a credit, it will be deducted from the June transmittal of the deductions taken from members' checks.
 - Failure to meet the deadlines for District contributions more than four times in one fiscal year will subject the District to a late payment penalty of one hundred ten (\$110.00) dollars per day for each day beyond the 5th District working day of the month for the remaining contributions deadlines in that fiscal year.
 - Deductions from AEA members' checks for health insurance will be transmitted within five District working days following the issuance of the members' checks. The details of the health plan for members shall be determined by the Association, in accord with its agreement with the PEHT.
1. During Open Enrollment, the District shall make available to members the enrollment/waiver form as supplied by the Association. Members who chose to waive health insurance benefits during open enrollment must provide proof of insurance coverage through another plan to the PEHT and the District . Members may waive or enroll for health coverage under a qualifying event as defined in the PEHT. The waiver will go into effect the first of the month following receipt of the waiver from the Trust by the District.
- C. Benefits provided shall be described in an electronic format by the

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Association and made available to all members. The Association shall convey changes in services or benefits in writing to all members, as deemed appropriate and necessary.

- D. Members on District-approved long-term unpaid leave, laid-off members, or members who terminate their employment may elect to pay the full cost of the health plan then in effect in accordance with the provisions of the Consolidated Omnibus Budget Reconciliation Act of 1986. All arrangements for such continued coverage must be made with the appropriate representatives of the PEHT, or designee, in coordination with the District's Benefits Department.
- E. ~~The District shall provide, at no cost to the member, a physical examination to minimally meet the requirements of the Department of Education and Early Development.~~
- F. The following conditions apply to members who are resigning, or retiring, or laid off at the end of a school year:
1. Members who submit a Notice of Resignation for the purpose of retirement with an effective date of the last day worked in a contract year, by 5:00 p.m. on the last District workday in March of that contract year, will have their health care coverage continued through June 30. The member will be responsible for any employee contribution amounts owed for the month of June.
 2. Members who submit paperwork resigning from their position with the District effective on the last day worked in a contract year, by 5:00 p.m. on the last District workday in March of that contract year, and who have not obtained coverage through another employer, will have their health care coverage continued through August 31 or will receive three times the premium amount. The employee will make the choice concurrent with resignation. The member will be responsible for employee contributions amounts owed, if there are any for the months of June, July, and August.

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- 3. **Members who submit, within 10 calendar days of notification of placement following an involuntary transfer, paperwork resigning from their position with the District effective on the last day worked in a contract year, and who have not obtained coverage through another employer, will have their health care coverage continued through August 31. The member will be responsible for employee contribution amounts owed, if there are any for the months of June, July, and August.**
- 4. Members planning to apply to teach summer school prior to their retirement or resignation will submit a Notice of Resignation for the purpose of retirement or resignation to the District, effective on the last working day of summer school, by 5:00 p.m. on the last working day of March. If not selected to teach a summer school session, their last working day will be changed to reflect the last working day of the contract year. These members will continue to have health care coverage until they begin receiving retirement medical coverage, but in no case later than August 31st of that year.
- 5. Members who qualify for and elect disability retirement after the last workday in March but prior to the start of a new contract year will continue to have health care coverage up to the beginning of the month they start receiving disability retirement medical coverage, but in no case later than August 31st of that year.
- 6. Members who are retiring prior to the start date of a new contract year, but who will not reach retirement age until July or August following the end of a contract year, will have their health care coverage continued up to the month they begin receiving retirement medical coverage – but no later than August 31st – provided they submit a Notice of Resignation for the purpose of retirement, effective at the end of the month in which they reach retirement age, by 5:00 p.m. on the last District workday in March of that contract year.
- 7. Members who notify the District of their resignation after the

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last ASD workday in March ~~but before the last workday of the school year~~, will retain coverage through the end of the month in which their last workday occurs.

Members who submit their notice of resignation to the District after the last work day of the school year will lose their coverage at the end of the month in which their notice of resignation was submitted. Said members shall then be responsible for both the employer and employee contribution for any months of coverage, **legally allowed**, received after May. Failure of the member to pay both these amounts to the NEA Health Plan Trust will result in the matter being sent to a collection agency.

The District will provide laid off members with health coverage through August 31st.

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