

10.7 **Insurance**

A. Committee

An insurance committee will be established by both parties of equal numbers to begin researching and developing an insurance policy to fit the needs of all employees in the district. This committee will bring back its findings to the entire bargaining committee in a meeting to look at these findings and then bargain the distribution of dollars and benefit levels for that plan.

B. Amount

The Board shall pay:

| | |
|-----------|---------|
| 2021-2022 | \$8,000 |
| 2022-2023 | \$8,300 |
| 2023-2024 | \$8,600 |
| 2024-2025 | \$8,900 |

towards the purchase of the individual health insurance premium of each employee, who is eligible to receive insurance under the guidelines governing the trust and insurance carrier, each year. See also Appendix F.

C. Flexible Spending Account

1. The Board of Education agrees to continue the Flexible Spending Account for its' employees. Fund Options of the plan will be -- Health Insurance Account, Dependent Care Account and an Un-reimbursed Medical Account.
2. The annual deadline for turning in claims will be 60 days after June 30th.
3. During the 2015-2016 school year, the Board of Education shall revise its Section 125 plan to allow participating employees to roll up to \$500 of his/her remaining contribution at the end of each plan year to the next plan year.

D. Grandfather Cafeteria Plan -- Cash Option

The Board agrees to grandfather and pay those individuals who were receiving the cash option in the 2000-2001 school year the amount of one thousand dollars (\$1,000.00) for each year of the contract. This money is subject to taxation and will be added to the employee's regular salary. No other employees are eligible for this option.

E. Premium Deductions

All employees who receive insurance coverage shall have premiums deducted in equal amounts from 18 or 24 pay periods (as elected by the employee).