

APPENDIX B: HEALTH AND WELFARE BENEFITS

1. The District will provide for each full-time eligible unit member up to the following sum of money for payment of premiums for existing unit members for mandatory health and welfare benefits. Such amount shall be pro-rated for eligible contract unit members who work less than full-time, but half-time or more.

2019-2020

Medical Coverage Waiver	\$2,000
Single	\$9,018
Two-party	\$17,298
Family	\$24,114

If the District is unable to implement the increase by the beginning of the plan year, the District will make retroactive adjustments to its premium contributions as soon as practicable.

2. Mandatory health and welfare benefits will include:
 - (a) The District medical plan (except for verified comparable coverage)
 - (b) The District life insurance plan
 - (c) The District income protection plan, which will be provided at a payment rate of two-thirds of an employee's regular salary, up to a maximum of \$5,000 per month
 - (d) The District dental plan (minimum coverage is employee only), provided however, dental insurance is not required if the employee waives medical insurance (per Section 2(a) above).
3. If the total cost of the mandatory benefits is less than the District's contribution, the unit member relinquishes that unused amount (except for waivers).
4. A flexible benefits plan (as defined in Internal Revenue Code Section 125) consisting of options for premium conversion, unreimbursed medical expenses, and dependent care will be available for employees choosing to participate. Monthly service fees for each employee's flexible benefit plan accounts will be paid by that employee.
5. The College Benefits Committee is responsible for the selection of the different benefit programs. If the total cost of the mandatory benefits is more than the District's contribution limits set forth above, then the eligible unit member shall be individually responsible for the difference.
6. Bargaining unit members who regularly work more than twenty (20) or more hours per week shall be eligible to participate in the District's tax sheltered annuity plan (403b) program. The District shall as permitted by law continue to permit employees on medical plan waivers to purchase tax-sheltered annuities from District funds after mandatory benefits are purchased.
7. Early Retirement Incentive Program

A. Eligibility(1)

- (1) A unit member must have rendered 15 years of full time service with the SBCC and be at least age 55. Five years of that service requirement shall be immediately preceding retirement.
- (2) "Regular" service with the District is defined as service in paid status and shall exclude all hourly casual employment.

B. Medical

- (1) The District will contribute the specified premium amount for the retiree's District group medical plan up to a maximum of \$5,755 annually.
- (2) This sum shall be prorated for those normally assigned less than full-time at the time of retirement, in accordance with District policy.
- (3) District contributions shall continue until the retiree reaches age 65 or the date of the retiree's death, whichever is earlier.
- (4) Upon the death of a retiree participating in the early retirement program, a surviving spouse and/or eligible dependents enrolled in the District health insurance program at the time of the employee's death may remain in the District's medical and dental plans indefinitely, so long as they meet the eligibility rules and pay the premiums for such coverage. The District will provide the retiree's District contribution until the date the retiree would have reached age 65 or for 6 months from the date of death whichever is less.

8. Spouse/Dependent Medical Coverage on Death of Active Employee

- A.** Upon the death of an active employee who is eligible for benefits, a surviving spouse and/or eligible dependents may remain in the District's medical and dental plans in accordance with the provisions of public law (COBRA).

9. Spouse/Dependent Medical Coverage on Death of Retired Employee

- A.** Upon the death of a retiree who is enrolled in the District's medical and dental plans, a surviving spouse and/or dependents may remain in the District's medical and dental plans indefinitely, so long as they meet the eligibility rules and pay the premiums for such coverage.