ARTICLE X SUCCESSOR CONTRACT PROPOSAL
Between the
COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT
And the
COLLEGE OF SEQUOIAS TEACHERS ASSOCIATION

In conjunction with the parties’ successor contract negotiations, the College of the Sequoias Community College District ("COS") submits the following proposal regarding Article X, "Employee Benefits," as contained in its Master Agreement with the College of Sequoias Teachers Association ("COSTA").

Revise Article X, Employee Benefits, as follows:

10.1 The District will offer a health plan that includes medical, dental and vision coverage to primary subscribers and their eligible dependents. The District will further provide a $100,000 level term life insurance policy for the primary subscriber only. For purposes of the health plan and the level term life insurance policy, primary subscriber means all full-time unit members and part-time unit members working at least 50% of full time. The District's financial obligation to provide the above coverage shall be limited to the following:

10.1.1 Effective October 1, 2010 through September 30, 2011 and for each successive twelve month period between October 1st and September 30th thereafter, the District shall contribute a maximum of $13,330.48 toward the cost of medical and prescription insurance coverage for each primary subscriber [e.g., a maximum of $1,110.89 per month]. Primary subscribers will be provided with the option to select from multiple alternative medical and prescription insurance plan(s) as determined by the District.

10.1.2 Effective October 1, 2010 through September 30, 2011 and for each successive twelve month period between October 1st and September 30th thereafter, the District shall contribute a maximum of $1,439.00 toward the cost of vision and dental insurance as set forth in Appendix F.

10.1.3 The Insurance Committee will review the self-insurance vision fee schedule prior to November 30 of each odd numbered academic year to ensure the stated allowances in the fee schedule remain in line with those provided by other vision insurance carriers such as VSP.

10.1.4 The dental benefits under this agreement are as stated in the College of Sequoias Dental and Vision Benefits, Amended 12/2001 – Faculty, Classified & Management Employees.
10.2 For a period not to exceed twelve (12) months following the exhaustion of all available paid leaves, a unit member who continues to be absent because of illness, injury or disability shall be entitled to continue receiving the District’s contributions as set forth in 10.1.1 and 10.1.2 toward the cost of medical, prescription, dental and vision insurance coverage.

10.3 The District shall continue its contributions as set forth in Sections 10.1.1 and 10.1.2 toward the cost of medical, prescription, dental and vision insurance coverage for retiring unit members and eligible dependents in accordance with the following provisions:

10.3.1 To qualify for this coverage, the faculty member must be eligible under the State Teachers’ Retirement System (“STRS”) or Public Employee Retirement System (PERS). Also, both the faculty member and eligible dependents(s) must enroll in Medicare Part “A” if qualified through Social Security eligibility. Additionally, the faculty member and eligible dependents(s) must enroll in Medicare Part “B” upon becoming eligible. All references to “Medicare” refer to the Federal Medicare Law as described in Title 18 of the Social Security Act of 1964.

10.3.2 For unit members with a minimum of twenty (20) years’ full-time equivalency at College of Sequoias (including the two years of additional service credit if the unit member elects such retirement incentive) who retire from the District into the State Teachers’ Retirement System or the Public Employees Retirement System, the District shall continue to contribute in the amounts set forth in Sections 10.1.1 and 10.1.2 above toward the cost of medical, prescription, dental and vision coverage until the unit member reaches the age of Medicare eligibility. For each retiree who is at the age of Medicare eligibility or older and who qualifies for Medicare, the District will contribute a maximum amount of $3,202 annually toward the purchase of a Medicare Supplemental Plan. For those retirees who are at the age of Medicare eligibility or older and who do not qualify for Medicare, the District will pay a maximum of $1,500 per year toward the cost of the retiree’s insurance premium and the retiree shall pay any dollar amount over and above the $1,500 annual maximum contribution from the District.

10.3.3 For unit members with ten (10) years, but less than twenty (20) years of full-time equivalency at the College of the Sequoias, who retire from the District into the State Teachers’ Retirement System or the Public Employees Retirement System, the District shall continue to contribute in the amounts set forth in Sections 10.1.1 and 10.1.2 above toward the cost of medical, prescription, dental and vision coverage until the unit member reaches the age of Medicare eligibility. After reaching the age of Medicare eligibility or older, the unit member and eligible dependent(s) may retain the benefits by paying the total premium cost to the
College of the Sequoias business office, if, and only if, the retiree is not eligible for Medicare.

10.3.4 Benefits for a retiree will not be less than the District's plan for active unit members unless agreed to in writing by the retiree.

10.3.5 An eligible dependent is defined as one who meets the eligibility requirements of the insurance carrier. If a retiree who is receiving benefits under 10.3.2 or 10.3.3 should predecease an eligible dependent(s), that (those) dependent(s) shall have the option of transferring to the available conversion plan as specified by the insurance carrier's policy.

10.4 Faculty members on Board-approved leaves of absence without pay, may, at their option, contribute their full monthly premium through the District business office, thereby continuing group insurance rates and coverage. Payment must be made in accordance with District procedures in order to retain this benefit.

10.5 If a tenured unit member is laid off because of a reduction in service or financial necessity, the District shall continue to contribute in the amounts set forth in Sections 10.1.1 and 10.1.2 above toward the cost of medical, prescription, dental and vision coverage for a period of twelve (12) months or until full-time employment is obtained.

10.6 A surviving spouse of a deceased retiree under group number F05003, or equivalent, can be eligible for coverage under Education Code sections 7000-7008 group subject to the following:

Coverage is the same as the active employee and bargained retiree policy for any insured spouse who is over the age of 65 at the time of death.

The Education Code sections 7000-7008 coverage is rated separately from the active group and from the bargained F05003, or equivalent, retiree subgroups. The surviving spouse pays the full cost of Education Code sections 7000-7008 coverage.

The surviving spouse must notify the College that he/she wishes to move from coverage under the deceased retiree spouse to Education Code sections 7000-7008 and begin paying the full applicable premium to the College. College of the Sequoias will notify the carrier to move the spouse from the current subgroup to Education Code sections 7000-7008.