

Contract year 2017-2018

Tentative Agreement #10

**Between the
Vacaville Teachers Association
and the
*Vacaville Unified School District***

The Vacaville Teachers Association and the Vacaville Unified School District agree to the following articles concerning the 2017-18 contract:

The following articles (5.3 and all sub articles) shall sunset December 31, 2017.

5.3 District Contribution Level

- 5.3.1 The District shall for each school year contribute \$4,250,000 toward the total cost of health (medical, dental and vision insurance) benefits for currently enrolled unit members. Starting January 1, 2017, the cost of vision insurance for eligible unit members shall not be included in the \$4,250,000 cap. The \$4,250,000 cap does not include additional District costs for unit members electing cash in lieu of benefits (section 5.3.4) or costs for retiree benefit contributions (section 5.4).
- 5.3.2 If the amount necessary to continue health (medical, dental and vision insurance) benefits for bargaining unit employees exceeds the \$4,250,000 amount expended by the District, the remaining excessive amount beyond \$4,250,000 will be spread among the unit members. The unit member contribution for health benefit premiums shall be provided by the Association to the District no later than December 15th. If health benefit premium rates have not been submitted by December 15th the prior year allocation method shall remain in effect for the school year. Any out-of-pocket cost for health benefits for eligible unit members shall be paid by payroll deduction. If rebates from insurance companies are provided to the District then the Association will receive their proportional share of such rebates.
- 5.3.3 Only the Association can file a grievance relating to or challenging the District's implementation of payroll deductions pursuant to this Agreement.
- 5.3.4 The District shall make a cash in lieu payment of \$180 per month (10 month pay) or \$150 per month (12 month pay) for those members not participating in the District CalPers medical plan.
- 5.3.5 The District shall make available participation in a Section 125 Plan to the unit members.

The following articles (5.3 and all sub articles) shall go in to effect starting January 1, 2018.

5.3 District Contribution Level

5.3.1 The District shall contribute a monthly amount towards medical benefits.

5.3.1.1 Eligible unit members shall receive \$775 per month (per twelve months of coverage) towards medical benefits.

5.3.1.2 From January 1, 2018 to December 31, 2018, the out of pocket costs for eligible unit members for the following medical plans shall be:

United Health Care Bay Single Subscriber (12 month):	\$288.28
United Health Care Bay Single Subscriber + 1 (12 month):	\$1660.12
United Health Care Bay Single Subscriber + 2 (12 month):	\$2483.22
Anthem HMO Traditional Sac Single Subscriber (12 month):	\$221.62
Anthem HMO Traditional Sac Single Subscriber + 1 (12 month):	\$1276.24
Anthem HMO Traditional Sac Single Subscriber + 2 (12 month):	\$1909.01

5.3.2 If a unit member's medical benefit choice costs less than the individual cap in Article 5.3.1, then that premium is the individual cap for that unit member. If a unit member's medical benefit choice costs more than the individual cap in Article 5.3.1, then the unit member shall pay the amount over the cost. Any out-of-pocket cost for medical benefits for eligible unit members shall be paid by payroll deduction. If rebates from insurance companies are provided to the District then the District and Association shall meet and bargain the use of the rebates.

5.3.3 The District shall provide dental insurance coverage, at no cost, to all eligible unit members and their dependents.

5.3.4 The District shall provide vision insurance coverage, at no cost, to all eligible unit members and their dependents.

5.3.5 The District shall make a cash in lieu payment of \$180 per month (10 month pay) or \$150 per month (12 month pay) for those members not participating in the District CalPers medical plan.

5.3.6 The District shall make available participation in a Section 125 Plan to the unit members.

Janet Dietrich
VUSD Asst. Supt. of HR

Brenda Hensley
VTA Bargaining Chairperson

Date _____