

5.2 BENEFITS

5.2.1 Medical/Dental Insurance

Effective 7/1/2014, the portion of the premium paid by the District shall be limited to a maximum contribution of \$25,821.72. Thereafter, the maximum contribution shall be automatically increased by an amount not to exceed 10% in each succeeding year. If the annual premium renewal rates represent an aggregate increase of more than 10%, the District and FARSCCD agree to immediately reopen negotiations on this article.

5.2.2 Life Insurance

Effective October 1, 1989, the District will provide life insurance of at least \$50,000 for each eligible employee.

5.2.3 Other Contributions

The District will contribute up to \$1,250 per year to eligible employees serving under a contract of 75% or more. A contribution of up to \$1,250 per year will be prorated for those eligible employees serving under a contract of 50% up to 75% based on the percentage equivalent to the employee's contract percentage. The employee can assign this contribution or any part of it toward dependent or employee medical/dental coverage, or other approved deductions consistent with IRS regulations.

5.2.4 Dependent Medical/Dental Coverage

Premium contributions not covered under Section 5.2.3 shall be made through authorized payroll deductions.

Dependent shall include an employee's spouse, domestic partner, child, stepchild and the children of the domestic partner of the employee.

5.2.5 Medically Disabled Staff – Continuation of Benefits

Employees who have exhausted all paid sick leave and who are unable to return to service due to verified medical disability may continue the benefits described under section 5.2 for up to twelve (12) months under the following conditions:

- A. The employee must be under a district-approved leave of absence following exhaustion of all paid sick leave;
- B. If required by the District, employee must accept examination by a district-approved physician;

C. The portion of the premium paid by the District will not exceed the amount paid by the District for an active employee of the unit.

The continuation of benefits described herein is not renewable for the same condition or illness occurring within a one-year time frame.