

MFT 59 ESP

12.2.21

Health Insurance Proposals

Health Insurance

Article 14.4 Health Coverage

~~**Through December 31st, 2019:** An Educational Support Professional may enroll in either employee (single) or dependent (family) coverage through the group health plan coverage.~~

14.4.61 Employee Only (Single): The District will pay the total cost of the premiums towards the lowest cost employee-only plan for each permanent certified employee who works twenty (20) or more hours per week. The District will pay no less than ninety percent (90%) ~~eighty percent (80%)~~ of the total cost of the premiums for the other employee-only plans.

14.4.72 Employee + 1: The District shall contribute no less than eighty five percent (85%) ~~seventy five percent (75%)~~ of the total cost of the premium for the employee + 1 (plus-one) health plan coverage.

The employee shall pay the difference between the District contribution and the total cost of the premium for the employee-only health plan coverage.

14.4.83 Family: The District shall contribute no less than eighty percent (80%) ~~seventy percent (70%)~~ of the total cost of the premium for the family coverage.

The employee shall pay the difference between the District contribution and the total cost of the premium for the family health plan coverage.

14.4.6 All co-pays will be set at the lowest level offered by MPS regardless of participation in the District Wellness Program.

14.4.7 Couples/Domestic Partners: When two (2) insurance-eligible employees of the District are married or domestic partners, the District shall contribute the combined amounts for dependent coverage not to exceed the total premium cost of dependent coverage.

14.4.8. Domestic Partners are considered eligible for dependent coverage for benefit eligible ESP.

14.4.9-4 An employee who wishes to insure insurance-eligible dependent(s) shall enroll in employee +1 (plus one) or family coverage. An employee who wishes to insure only themselves shall enroll in employee only (single) coverage.