

Whereas, life, health, and dental insurance, disability insurance, and tax-deferred savings plans are an essential component of an employee's compensation as well as their well-being, and,

Whereas, the improved health and wellness levels of our school staff and their families directly translate to fewer teacher absences, which result in better learning outcomes for all students, and,

Whereas, access to the sick leave pool/donation programs and long-term disability insurance provides a sense of reassurance to teachers and their families, and,

Whereas, health and wellness should be a priority not just for half-time or more teachers and their families, but for all teaching staff in the district, and,

Whereas the cost of health insurance premiums has increased 273% (229% cost to Teachers for family coverage) or almost 3 times between 2000-19 vs salary increase of 147% or 1.5 times over the last 19 years, and,

Whereas, Minneapolis City Employees have access to a choice of 5 different network providers with services similar to those offered by MPS, and at a rate approximately 50% lower cost than the current Minneapolis Public Schools plans available to teachers, and,

Therefore, MFT59 resolves that Article 9 Group Benefits be amended to reflect increased health care costs, higher levels of short- and long-term disability benefits, and a more economically appropriate tax-deferred savings match.

Article 9: Group Benefits

9.1 General Information:

9.1.1 The following benefits are available to insurance eligible teachers. The District agrees to offer group insurance benefits that ~~includes~~ **include** health, dental, life, **short-term disability**, and long-term disability coverage

9.1.2 Terms and Conditions: These benefits are subject to the terms of the contract between the insurance carrier and the District.

9.1.3 Additional Voluntary/Optional Coverages: MPS may offer additional optional coverage (i.e., spouse or dependent life insurance, identity protection, supplemental medical ~~or short-term disability insurance~~ or other similar voluntary benefit plans) to employees at the district's discretion as new products become available and provide desirable options to employees. These benefits will usually be added as part of an upcoming open enrollment period and teachers who are interested will have this new option to enroll. Employees are under no obligation to sign up for any of the voluntary benefits.

9.1.4 Open Enrollment Window: The District will work in conjunction with the health care provider to expand the enrollment window to no fewer than four weeks.

9.2 Insurance Eligibility: To be eligible for insurance benefits, the teacher must be paid on Schedules A, B or the Hourly Flat Rate Pay Schedule.

9.2.1 Basic Eligibility: All teachers qualify for insurance benefits. ~~The teacher must have a 0.5 FTE assignment or more to qualify, or be assigned and working hours equivalent to a .5 FTE assignment or more per week at the hourly rate.~~

~~**9.2.2 Combined Employment:** Teachers with contract and hourly rate assignments are not eligible unless one of the assignments meets the requirement defined above.~~

9.2.3 Reserve Teachers: Long Call Reserve teachers or Reserve Cadre Teachers who have worked at least fifty-percent (50%) of the previous quarter's school days ~~are~~ are not eligible for group insurance benefits.

9.2.4 Leaves Of Absence: Teachers on an approved leave of absence as defined in Article 11 may participate in group insurance benefits subject to 9.3.3 of this article.

9.2.5 Teachers On Layoff: Teachers who are laid off may continue coverage at the teachers' own expense as provided by federal and state cobra continuation coverage laws. Teachers who are laid off may not continue long-term disability insurance coverage.

9.3.3 Leave of Absence: Teachers on paid and unpaid leaves of absence may continue health, dental, and life insurance. Teachers on paid or Family Medical Leave Act (FMLA) leaves of absence must pay their portion of premium (if any). Teachers on unpaid leaves may continue coverage at the teachers' own expense as provided by federal and state COBRA continuation coverage laws. Failure to pay premiums when due will cause coverage to lapse. Teachers who allow insurance coverage to lapse while on leave, must re-enroll within 30 calendar days of returning from leave to obtain coverage. A teacher who does not re-enroll within thirty (30) calendar days, must wait for the next open enrollment period to enroll.

9.3.4 Maintaining Eligibility For Employer Contribution:

a. Continuance in Insurance-Eligible Position: The employer's contribution continues as long as the employee remains on the payroll in an insurance eligible position. Teachers receiving long-term disability benefits shall continue to receive the District's contribution for health, dental, and life insurance for a maximum of three (3) years from the date the long term disability benefits begins.

b. Coverage Through August 31st: Teachers who complete their regular school year assignment shall receive coverage through August 31. (Note: See 9.3.3 above, and Article 11.2 if you are on a paid or Family and Medical Leave Act (FMLA) leave of absence at the end of the regular school year.)

9.4 Health Coverage:

***** Note - The District and MFT agree that within 90 days of ratification the parties will convene a work group with the goal of establishing an Employee Plus 1 (EE+1) option for teachers for the 2021 Plan year. Also see MOA Health Plan Coverage - addition of Employee Plus 1 (EE+1) coverage.**

9.4.1 Enrollment and Changes: Teachers may enroll in employee only or dependent coverage. If the teacher does not enroll, their health insurance election will remain the same as the prior benefit year unless one or more plan options are not available or there is an insurance carrier change. If one or more plan options are not available or there is an insurance carrier change, then all employees must enroll for coverage. Employees would be notified that they must enroll.

9.4.2 Contribution – Teacher Only: Effective January 1, 2015, the District will pay the full cost of the cost towards the lower/lowest cost employee-only plan(s) and the teacher will contribute up to \$600 annual maximum (up to \$30 per pay check maximum) towards the highest cost plan premium less the cost of the lower cost plan premium.

9.4.3 Contribution – Dependent: Effective January 1, 2015, the District shall contribute 5,050 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2017, the District shall contribute \$5,650 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the health plan coverage. **Effective January 1, 2020, the District shall contribute \$6,250 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2021, the District shall contribute \$6,850 above the full cost of employee only coverage toward the cost of family health plan**

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

9.4.4 Contribution – Married Couple: ~~Married teachers~~ Teachers whose spouse is also employed by the District and enrolled in dependent coverage shall each be credited with the teacher only contribution. One spouse designated by the couple shall carry dependent coverage and receive the employee only contribution from both teachers. family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2017, the District shall contribute \$5,650 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage.

Effective January 1, 2020, the District shall contribute \$6,250 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2021, the District shall contribute \$6,850 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage.

9.4.5 Contribution – Domestic Partner: Teachers whose domestic partner is also Domestic partners employed by the District shall be credited with the teacher only contribution. One partner designated by the partners shall carry dependent coverage and receive the employee only contribution from both teachers. family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2017, the District shall contribute \$5,650 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2020, the District shall contribute \$6,250 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2021, the District shall contribute \$6,850 above the full cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage.

9.5 Dental Insurance:

9.5.1 Enrollment and Changes: Teachers may enroll in employee only or family coverage. If the teacher does not enroll, their health insurance election will remain the same as the prior benefit year unless one or more plan options are not available or there is an insurance carrier change. If one or more plan options are not available or there is

an insurance carrier change, then all employees must enroll for coverage. Employees would be notified that they must enroll.

9.5.2 Employee Contribution: Effective beginning with the 2014 ~~2020~~ plan year, the District shall pay a portion of the monthly premium for dental coverage. The employee's annual contribution for dental coverage shall be as follows:

- a. Employee only: ~~\$100.00~~ **120.00** annually
- b. Employee +1: ~~\$200.00~~ **250.00** annually
- c. Employee + family: ~~\$300.00~~ **400.00** annually

9.6 Life Insurance.

9.6.1 Basic Life Insurance: Insurance eligible teachers are automatically enrolled for ~~\$50,000~~ **\$100,000** (plus Accidental Death and Dismemberment of ~~\$50,000~~ **\$100,000**) of District paid basic life insurance coverage. To have a named beneficiary, an enrollment beneficiary designation form must be on file with the District.

9.6.2 Supplemental Life: Insurance eligible teachers may purchase additional life insurance in \$10,000 increments up to the policy limits for coverage. Eligible employees may apply for supplemental life coverage at any time. Evidence of good health is not required for supplemental life if applied for during the first thirty (30) days of employment. Employees should be aware that life insurance from an employer in excess of \$50,000 is a taxable benefit under IRS rules and subject to payroll deductions as imputed income.

9.7 Long-Term Disability Insurance: Insurance-eligible teachers are automatically enrolled for District paid long-term disability insurance. The long-term disability insurance plan replaces sixty per cent (60%) of monthly earnings. The maximum monthly benefit for teachers who become disabled is ~~\$3,500~~ **5,000** (~~\$42,000~~ **60,000**) annual maximum benefit, maximum salary ~~\$70,000~~ **100,000**). There is a 90 consecutive work day elimination period before benefits begin. The long-term disability insurance benefits are coordinated with TRA and Social Security benefits.

9.12 Tax-Deferred Savings Plans:

9.12.1 Eligibility for District Match: Teachers enrolled in the State of Minnesota Deferred Compensation Plan (457) or the Special School District No. 1 403(b) Plan will be automatically eligible for the match.

9.12.2 District Annual Matching Payment: The District will make an employer matching payment to the tax-deferred savings plans, subject to the provisions in this article. The District Payment will be made to the State of Minnesota Deferred Compensation Plan (457), the Special School District No. 1 403(b) Plan or other approved District sponsored plans.

9.12.3 Plan Administration: In connection with the establishment and continuation of the 403(b) plan, the District and the Labor/Management Benefits Committee designed the plan, selected the plan's administrative and investment providers, is the exclusive

manager of the plan's communications with employees, and is responsible for ongoing monitoring of the plan's investments and all administrative services provided to the plan.

9.12.4 Match Requirements: a. The District match payment will be made on a per teacher maximum. ~~\$1,600,000 divided by the prior calendar year's number of teacher tax-deferred savings plan participants minus the teachers no longer actively working.~~ (The definition of teachers not actively working is comprised of teacher terminations and teachers who are on unpaid leave who have a return to work date after the current school year.) **The District will provide a 1:1 match, up to 3% of the teacher's bi-weekly gross pay.**