ACTION ITEM

Date: **May 22, 2017**

To: **Raymond E. Lechner, Ph.D., Superintendent**

From: **Heather Glowacki, Ed.D., Administrator for Human Resources**

Subject: **Support Staff Union (SSU) Letter of Agreement**

PROPOSED ACTION BY THE BOARD OF EDUCATION

Motion to approve the attached Support Staff Union (SSU) Letter of Agreement insurance benefit contract language as a result of the District joining Cooperative 90's.

BACKGROUND

This Letter of Agreement modifies article XVII, Section 10 of the 2012-2020 Collective Bargaining Agreement between the Support Staff Council of District 39 and the Wilmette Public Schools District 39. The modified language provides the Board paid percentage of family insurance to the new coverage tiers of employee + spouse and employee + child(ren). SSU members will be able to select insurance coverage tiers that are more specific to their needs.

Recommended for approval
by the Board of Education

Raymond E. Lechner, Ph.D.
Superintendent

Letter of Agreement
Between

Support Council of District 39 Wilmette Local 1274, IFT/AFT
and
Wilmette Public Schools District 39

The Wilmette School District will be a part of an insurance cooperative beginning September 1, 2017. As a result of this change, the parties herein agree to the following language change to the 2012-2020 CBA, Article XVII, Section 10 – Hospitalization, Major Medical and Dental and Life Insurance:

SECTION 10 — HOSPITALIZATION, MAJOR MEDICAL AND DENTAL AND LIFE INSURANCE

Group hospitalization, major medical, and dental insurance plans shall be maintained by the Board and made available to all eligible employees (currently those regularly scheduled to work 30 or more hours per week) who elect such coverage.

The Board shall contribute the following to available District health insurance plans:

Type of Plan	**Plan Coverage**	**Board Percentage Payment of Premium**
HMO	**Employee**	97% of premium cost
	Employee + Spouse **Employee + Child(ren)** **Family**	75% of premium cost (85% for couples, both of whom are SSU Members).
PPO	**Employee**	85% of premium cost
	Employee + Spouse **Employee + Child(ren)** **Family**	70% of premium cost (80% for couples, both of whom are SSU Members).
PPO (HDHP)	**Employee**	85% of premium cost
	Employee + Spouse **Employee + Child(ren)** **Family**	70% of premium cost (80% for couples, both of whom are Bargaining Unit Members).

	District Health Plan Categories			
	HMO Single*	HDHP PPO Single*	HMO Family*	HDHP PPO Family*
	97%	85%	75%	70%
Married Couples whom are both SSU Members			85%	80%

*Note: Percentages are applied to the least costly plan offered in each district health plan category. An employee may apply the dollar equivalent of the board paid percentage to any other district-sponsored plan in that category.

As further set forth below, any employee who is a participant in the District's HDHP PPO Insurance plan and is Health Savings Account ("HSA") eligible will receive one (1) non-elective employer contribution of five hundred fifty dollars ($550.00) in each school year (2012-13, 2013-14, 2014-15, 2015-16, 2016-2017, 2017-2018, 2018-2019, 2019-2020) that he/she participates in the District's HDHP PPO insurance plan. The non-elective employer contribution will be made on the first pay period of January or upon employee's attainment of HSA eligibility status after January 15th of each school year.

The non-elective employer contributions to eligible employees' HSA accounts will be discontinued and "sunset" with the final HSA contribution during the 2015-2016 school year.

Except as the Union shall otherwise agree in writing, coverage shall be substantially equivalent to that in effect during the 2011-2012 school term. If District separates from the insurance cooperative, the Board will look for health care insurance plans that are similar in design and benefits as available in the 2016-17 school year. In no event shall the Board contribution exceed one hundred percent (100%) of the single (individual) HMO premium for the least costly medical coverage plan providing coverage substantially equivalent to that in effect during the 2011-2012 school term.

The Wilmette Support Staff Union shall have one or more representatives seated on the District Insurance Advisory Committee.

Beginning on August 1, 2012 and each year thereafter, the Board shall make an annual contribution of eleven hundred dollars ($1100) into a medical reimbursement fund (formerly referred to as a Section 125 plan account) on behalf of any full-time employee who was not eligible for, or did not opt to participate in, the health care benefit plans offered to District employees. Part-time employees (those regularly scheduled to work less than 30 hours per week) are not eligible to receive medical reimbursements; however part-time employees who were employed by the District as of July 31, 2005 and were receiving medical reimbursement during the 2009-2010 school year are "grandfathered" and will receive medical reimbursements on a pro-rata basis. This contribution shall be limited to those employees who can show annual proof that they are covered by health insurance other than that available under policies offered to District employees.

The Board shall provide each full-time employee with a group term life insurance policy of fifty thousand dollars ($50,000), subject to eligibility requirements of the carrier. An employee may also purchase an additional twenty-five thousand dollars ($25,000) of term life insurance coverage under the District's group plan at his or her own expense.

Support Council of District 39 Wilmette Local 1274, IFT/AFT

By:_____
President

Date: _____

BOARD OF EDUCATION WILMETTE SCHOOL DISTRICT 39

By:_____
President

Date: _____

ATTEST:

By: _____
Secretary