

1 COMMISSION ON PUBLIC SCHOOL EMPLOYEES HEALTH BENEFIT:

2 EMPLOYEE COMMISSIONERS

3 Proposal at Fact Finding

4 August 10, 2021

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7 [Only articles with proposed changes are included in this document. The parties have  
8 tentatively agreed to language prior to this date which can be found in the Housekeeping  
9 Document dated June 16, 2021. Language highlighted in yellow is language already tentatively  
10 agreed to in the Housekeeping Document. Proposed new language is in **bold underlined**  
11 format. Proposed deletions are in ~~strike-through~~ format. Explanatory notes are in **[brackets]**.  
12 All other language is status quo.]

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15 EMPLOYEE COMMISSIONER PROPOSAL: PREMIUM CONTRIBUTIONS

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17 **Article VI. Premium Cost-sharing: Employers and Employees:**

18 6.1 For Teachers **and** Licensed School Administrators **as defined in sections 2.1a and 2.1b:**  
19 **Beginning January 1, 2023, each** ~~Each~~ employer will contribute **eighty-three (83%)**  
20 ~~eighty (80%)~~ percent of the Gold CDHP or **eighty-three (83%)** ~~eighty (80%)~~ percent of the  
21 Silver CDHP for any tier of coverage. **Beginning January 1, 2024, each employer will**  
22 **contribute eighty-two (82%) percent of the Gold CDHP or eighty-two (82%) percent of**  
23 **the Silver CDHP for any tier of coverage.** **Beginning January 1, 2025, each employer will**  
24 **contribute eighty-one (81%) percent of the Gold CDHP or eighty-one (81%) percent of**  
25 **the Silver CDHP for any tier of coverage.** The amount of money available for Gold CDHP can be  
26 credited at the employee's discretion toward the premium costs for a tier of coverage in  
27 the Platinum or Gold (non-CDHP) VEHI plans.  
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29 6.2 For all Other School Employees **as defined in section 2.1c**: For the duration of this  
30 Agreement, the percentage of premium contributions for the Gold CDHP or Silver CDHP plan  
31 for any tier of coverage shall remain unchanged from the level of contribution on December  
32 31, 2022. The premium split for support staff will be status quo in the separate districts through  
33 December 31, 2021, but in no case shall exceed twenty (20%) percent of Gold CDHP or Silver  
34 CDHP plan for any tier of coverage. Beginning on January 1, 2022 all support staff who are not  
35 at the 20% premium contribution level will increase the employee contribution by not more  
36 than two (2%) percentage points, not to exceed twenty (20%) percent for any tier of coverage.  
37 The amount of money available for Gold CDHP can be credited at the employee's discretion  
38 toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

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41 **EMPLOYEE COMMISSIONER PROPOSAL: OUT OF POCKET EXPENSES**

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43 **Article VII. Out-of-Pocket Cost Sharing: Employers and Employees**

44 7.1 For ~~employees~~ **School Employees (as defined in Section 2.1)** and their dependents  
45 enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of-pocket (OOP)  
46 costs with first dollar contributions through a HRA in the following amounts: ~~for licensed~~  
47 ~~administrators and teachers as defined in section 2.1a and 2.1b:~~ **\$2100 for single tier coverage**  
48 **and \$4200 for all other tiers of coverage;**

49 **a. For employees with income from a public-school employer of less than \$35,000**  
50 **per year: \$2,400 for single-tier coverage and \$4,800 for all other tiers of coverage.**

51 **b. For employees with income from a public-school employer of \$35,000 per year**  
52 **through \$70,000 per year: \$2,300 for single-tier coverage and \$4,600 for all other**  
53 **tiers of coverage.**

54 **c. For employees with income from a public-school employer of more than**  
55 **\$70,000 per year: \$2,200 for single-tier coverage and \$4,400 for all other tiers of**  
56 **coverage;** for support staff **\$2200 for single tier coverage and \$4400 for all other tiers**  
57 **of coverage.**

58 **d.** This amount of money can be credited at the employee’s discretion toward the OOP  
59 **of** any other VEHI plan.

60 **7.2** For employees enrolled in the VEHI Silver CDHP, employers will pay medical and  
61 pharmacy OOP costs with first dollar contributions through an HRA or HSA, at the individual  
62 employee’s discretion, in the following amounts: ~~For licensed teachers and administrators: \$2100~~  
63 ~~for a single tier and \$4200 for all other tiers; for support staff \$2200 for a single tier and \$4400 for~~  
64 ~~all other tiers.~~

65 **a.** For employees with income from a public-school employer of less than \$35,000  
66 per year: \$2,400 for single-tier coverage and \$4,800 for all other tiers of coverage.

67 **b.** For employees with income from a public-school employer of \$35,000 per year  
68 through \$70,000 per year: \$2,300 for single-tier coverage and \$4,600 for all other  
69 tiers of coverage.

70 **c.** For employees with income from a public-school employer of more than  
71 \$70,000 per year: \$2,200 for single-tier coverage and \$4,400 for all other tiers of  
72 coverage.

73 **7.3** Income from a public-school employer is defined as salary/wages earned from primary  
74 employment, excluding supplemental income from other employment duties that may  
75 include, but are not limited to, overtime, shift differentials, stipends, and extra/co-curricular  
76 compensation.

77 **[THE FOLLOWING ARE THE EMPLOYEE COMMISSIONERS' POSITIONS ON THE**  
78 **EMPLOYER COMMISSIONERS' ADDITIONAL PROPOSALS]**

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81 **EMPLOYER COMMISSIONER PROPOSALS ON ARTICLE 5: ELIGIBILITY:**

82 Reject. The language should remain status quo.

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85 **EMPLOYER COMMISSIONER PROPOSALS ON ADDING A GRIEVANCE PROCEDURE:**

86 Reject. Grievance issues should continue to be processed as they currently are.

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89 **EMPLOYER COMMISSIONER PROPOSAL ON ADDING CASH IN LIEU LANGUAGE:**

90 Reject. There is no statutory authority to include the cash in lieu language proposed  
91 by the Employer Commissioners.