

**Minneapolis Public Schools
The Minneapolis Federation of Teachers, Local 59
Educational Support Professionals
Contract Negotiations
2019-2021 Contract**

**District Proposal
Presented June 12, 2019
Re-Presented July 31, 2019**

Article 14 – Group Insurance Benefits

14.4 Health Coverage. ~~Effective January 1, 2020,~~ An Educational Support Professional may enroll in either employee (single), employee plus one or dependent (family) coverage through the group health plan coverage.

14.4.1 Employee Only (Single): ~~The District's current contribution toward employee only coverage is \$6,800. Effective January 1, 2017, the District will increase its contribution to \$7,300. The District will pay the total cost of the premiums towards the lower/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 eight percent (80%) of the total cost of the premiums for the other employee-only plans. The employee shall pay the difference between the District contribution and the total cost of the premium for the employee-only health plan coverage.~~

14.4.2 Employee + 1: ~~The District shall contribute no less than seventy-five percent (75%) of the total cost of the premium for the employee-plus-one plans. The employee shall pay the difference between the District contribution and the total cost of the premium for the employee-plus-one health plan coverage.~~

14.4.3 Family: ~~The District's current contribution toward family coverage is \$12,000. Effective January 1, 2017, the District will increase its contribution to \$12,500. The District shall contribute no less than 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.~~

14.4.4 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.~~

14.4.5 Coverage: An employee who wishes to insure insurance-eligible dependents shall enroll in dependent coverage. An employee who wishes to insure only themselves shall enroll in single coverage.

14.4.6 Maximum Contribution: ~~In no event shall the District's contribution to health insurance coverage exceed the total premium cost for the plan in which bargaining unit members are enrolled.~~

14.5 Dental Insurance

14.5.1 Enrollment Required: Insurance eligible Educational Support Professionals must enroll to receive District paid single dental plan coverage. Insurance eligible Educational Support Professionals must enroll to receive employee plus one or family dental plan coverage with payroll deductions for the family premiums.

~~**14.5.2 District Contribution:** Effective January 1, 2014, the District shall pay a portion of the monthly premium for dental coverage.~~

14.5.3 Employee’s Cost: ~~Effective January 1, 2020, T~~the employee’s annual cost for dental coverage shall be as follows:

Employee Only (Single): The District shall contribute no less than seventy-five percent (75%) of the total cost of the premiums towards employee only coverage. The employee will pay the difference between the District contribution and the total cost of the premium for employee only dental coverage.

Employee + 1: The District shall contribute no less than eighty percent (80%) of the total cost of the premiums toward employee-plus-one coverage. The employee shall pay the difference between the District contribution and the total cost of the premium for the employee-plus-one dental coverage.

Family: The District shall contribute no less than eighty percent (80%) of the total cost of the premium toward family coverage. The employee shall pay the difference between the District contribution and the total cost of the premium for family dental coverage.

~~**14.5.1 Employee’s Cost:** The employee’s annual cost for dental coverage shall be as follows:~~

~~Employee only: _____ \$100.00 annually~~

~~Employee + 1: _____ \$200.00 annually~~

~~Employee + family: \$300.00 annually~~

Some provisions may require re-numbering due to additions or deletions; final numbering will be completed upon finalization of word-processing.