

MUTUAL PROPOSAL
September 23, 2025
SRP CONTRACT UPDATES

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

1. Through 11. - Same

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of ~~\$9442.00~~ ~~\$8,700.00~~, an increase of ~~\$742.00~~ ~~\$459.36~~ from ~~2025~~ ~~2024~~, toward the cost of the benefits package for the ~~2026~~ ~~2025~~ insurance plan year. The Board will also provide each eligible employee a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits, at the estimated total cost of ~~\$385,014~~. In addition, the Board has agreed to make a one-time nonrecurring contribution of approximately ~~\$850,000~~ into the health insurance claims reserve account to ensure the health insurance benefit package meets annual actuarial requirements.
 - a. ~~An alternative Health Opt Out program will be provided for bargaining unit members who declare that they have health coverage through another provider and who do not choose one of the Board approved health plans. The amount paid to opt out program participants will be \$1,200.00 per year.~~
 - b. ~~SRP Retiree Health Opt Out Program: Effective January 1, 2004, the Board implemented a Retiree Health Opt Out Program for those retirees who are eligible for district paid group health insurance in accordance with Article XI, Section F 1 and 2 of SRP Master Contract and who are enrolled in a comparable major medical health insurance plan through another carrier.~~
 - 1) ~~When a retiree enrolls in the Retiree Health Opt Out Program, the Board will pay the retiree the amount being paid to active employees who are participating in the opt out program. Such amount is subject to federal income tax. An annual payment for the number of months the retiree participates in the Retiree Health Opt Out Program will be issued in a lump sum in December of the plan year or upon termination of eligibility, whichever occurs first. A participant in the Retiree Health Opt Out Program will not be required to contribute to the board his/her FRS Health Insurance Subsidy.~~
 - 2) ~~A participant in the Retiree Health Opt Out Program may reenroll in the district paid group health insurance plan only if he/she is no longer covered by another major medical health insurance plan. Within thirty (30) calendar days following the date of cancellation/termination of the other major medical health insurance plan, the retiree wishing to reenroll in district paid group health insurance plan must submit to the district's department of Employee Benefits, Assistance, and Risk Management (EBARM) a written request to reenroll, completed application forms, and a letter from the previous major medical carrier or employer stating date of cancellation/termination of coverage. The letter must be on letterhead from the major medical carrier or employer, include the cancellation/termination date of coverage, and signature of the benefit administrator of the major medical carrier or employer. The effective date of coverage of the district paid group health insurance coverage will be the first day of the month following the submission of the written request, application, and related documents. The district does not guarantee continuous health coverage.~~
 - 3) ~~A retiree who fails to reenroll in the district paid group health insurance plan in accordance with the timelines set forth in the above paragraph will remain in the Retiree Health Opt Out Program until Medicare eligible or may elect to reenroll in the Board's retiree healthcare plan during the next regularly scheduled open enrollment for benefits to be effective January 1 of the following calendar year.~~

2. Through 7. - Same

SECTION C - Payroll Deduction for Additional Benefits - Same

SECTION D - Early Retirement Monthly Benefit – Same

SECTION E - Deferred Retirement Option Program (DROP) - Same

SECTION F - Retiree Health Care Premium – Same

SECTION G - Meritorious Attendance Incentive Pay - Same

SECTION H - Group Medical Benefits Recovery Inc. (Indemnity – PPO and HMO Programs) – Same

SECTION I - Employee Assistance Program (EAP)

An Employee Assistance Program will be provided for the purpose of offering employees, upon their request, short-term counseling and/or assistance with referrals for appropriate services. The program will also promote programs for wellness, nutrition, exercise, and stress reduction.

Participation or nonparticipation in the EAP shall be voluntary and shall not be a factor in any adverse employment action by the District Board. All personally identifiable information relating to an employee as a result of an employee's participation in the EAP shall be held in the strictest confidence by the director and staff of the EAP and such shall not be made a part of or otherwise noted in the employee's personnel file.

~~The Insurance Committee cited in Article XI, Section B(2) shall~~ An EAP Committee will be established for the purpose of evaluating ~~evaluate and recommend the services provided~~ which shall include, but not be limited to, ~~the services provided~~, the cost and funding source, availability, accessibility, utilization, and its effectiveness toward meeting the needs of the employees. ~~The committee shall meet periodically during the school year and by May 1 of each year shall make recommendations to the Board and USEP for the purpose of further negotiating the improvement and/or revision of the program. The EAP Committee will function as a subcommittee of the current Insurance Committee. The Board and USEP will mutually agree to appoint members to the EAP subcommittee who are not current members of the Insurance Committee. The EAP Committee shall consist of an equal number of members selected by the Board and USEP.~~

The USEP President maintains the right to review and approve any EAP materials and attend any meetings intended for the promotion of the EAP to bargaining unit members.

SECTION J - Premium Pay - Same

SECTION K - School Choice Preference Employee Request - Same

END OF ARTICLE XI

For the Board

Date

For the Union

Date