

**TENTATIVE AGREEMENT
BETWEEN
OAK GROVE SCHOOL DISTRICT
AND
OAK GROVE EDUCATORS ASSOCIATION**

FEBRUARY 16, 2022

ARTICLE 13: HEALTH AND WELFARE BENEFITS

13.1 Benefit Contributions For 2019-20-2021-2022

Effective January 1, 2020 2022, the District will contribute up to the following maximum amounts per month toward the cost of health benefits for each full-time unit member. Unit members electing coverage with a cost greater than the amount paid by the District in this Section shall have the difference deducted automatically from the unit member's pay.

For the 2022 plan year only the District shall increase their contribution level to all the District provided medical plans starting on January 1, 2022. The District will contribute \$100 to the employer contribution for any District offered benefit plan where the employee cost is greater than \$100. For any District offered Benefit plan where the employee's contribution is less than \$100, the District will pay the full employee contribution. For any District offered benefit plan where there is no employee contribution (cost), there will be no additional District contribution.

Plan	2019-2020 Current District Contribution Levels	Proposed Tiered Increase to New District Contribution Levels <u>Effective January 1, 2022</u>
Kaiser Plan A		
Employee Only (Single)	\$793.85	<u>\$793.85</u>

Employee Plus 1	\$1,433.91	<u>\$1,533.91</u>
Employee + 2 Or More (Family)	\$1,987.49	<u>\$2,087.49</u>
Kaiser Plan B		
Employee Only (Single)	\$793.85	<u>\$793.85</u>
Employee Plus 1	\$1,433.91	<u>\$1,494.10</u>
Employee + 2 Or More (Family)	\$1,987.49	<u>\$2,087.49</u>
Kaiser Plan D		
Employee Only (Single)	\$650.07	<u>\$668.60</u>
Employee Plus 1	\$1,200.15	<u>\$1,300.15</u>
Employee + 2 Or More (Family)	\$1,656.71	<u>\$1,756.71</u>

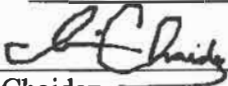
Sutter Health HMO (\$20 Co-Pay)		
Employee Only (Single)	\$811.44	<u>\$851.90</u>
Employee Plus 1	\$1,591.96	<u>\$1,691.96</u>
Employee + 2 Or More (Family)	\$1,719.45	<u>\$1,819.45</u>
United HMO (\$20 Co-Pay)		
Employee Only (Single)	811.44	\$ 844.91
Employee Plus 1	1591.96	\$1,691.96
Employee + 2 Or More (Family)	1719.45	\$1,819.45
United PPO Traditional and PPO Plus		
Employee Only (Single)	\$1,012.05	<u>\$1,112.05 PPO Traditional</u> <u>\$1,012.05 United PPO Plus</u>

Employee Plus 1	\$1,703.42	<u>\$1,803.42</u>
Employee + 2 Or More (Family)	\$1,719.45	<u>\$1,819.45</u>

[There are no changes to the remainder of Article 13]

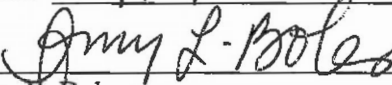
On Behalf of the District

Dated: 02/16/2022



 Ivan Chaidez
 Assistant Superintendent,
 Human Resources
 Oak Grove School District

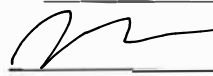
Dated: 2/16/22



 Amy L. Boles
 Assistant Superintendent,
 Educational Services
 Oak Grove School District

On Behalf of OGEA

Dated: 3/1/2022



 Maripaz Berlin
 President,
 Oak Grove Educators Association

Dated: _____

 Kellee Humphrey
 Bargaining Chair,
 Oak Grove Educators Association