

HCEA/BOE Negotiations for Successor to 2009-2010 Contract

Agreement to Extend Current Health Insurance Benefits

On June 16, 2010, the bargaining teams for HCEA and the Board of Education of Harford County jointly reached agreement to extend the current contract provisions governing health insurance until a successor Agreement is reached. Set forth below is the specific language to which the bargaining teams have agreed as of the date set forth below:

1. Article XIV, Section 2, entitled Insurance, shall continue to read as follows:

Effective July 1 through June 30, the Board will make available for the duration of the Agreement the following health insurance programs to eligible employees who enroll in the programs: The Traditional Health Insurance and Preferred Provider Program (PPN/PPO) plans and an HMO plan in effect as of November, 2000, or comparable plans providing comparable benefits and network. See page 27 for summary of benefits. Participation in the Traditional Health Insurance Plan will be limited to those employees enrolled in the Plan on July 1, 2001. Employees who elect to terminate their participation in the Traditional Insurance Plan after that date shall not be eligible to re-enroll.

Effective July 1 through June 30, the Board will similarly make available for the duration of the Agreement to eligible employees who elect to enroll therein the choice of either the standard dental insurance plan or the Preferred Provider Dental Insurance Plan in effect as of November 2000, or comparable plans providing comparable benefits. See page 27. The benefit period maximum for dental services shall be \$1500.

The Board will not provide two insurance programs, e.g. Blue Cross/Blue Shield and an HMO program; or two different HMO programs for any eligible employees or eligible members of their families. This applies to all employees and eligible members of their families whose spouses are also employees of the school system. However, if one employee's eligibility for participation is terminated for any reason, the other employee family member shall continue to be eligible for the existing coverage.

Effective July 1, 2001, employees enrolled in the Traditional Insurance Plan will be able to use their membership card at participating pharmacies to obtain a discount on prescriptions.

The Board will make available for the duration of the Agreement the opportunity for employees, who are eligible for health insurance, to participate in a Flexible Spending Account Plan. Employees enrolled in this Plan will be allowed to contribute up to \$2,500.00 for the payment of non-covered medical expenses and \$5,000.00 for dependent care costs on a pre-tax basis. **Effective July 1, 2009 employees enrolled in the Flexible Spending Account Plan will be allowed to contribute up to \$5,000.00 for the payment of non-covered medical expenses.**

The Board shall make available to eligible employees and their eligible family members, at no cost, an Employee Assistance Plan (EAP). The EAP made available to employees shall include the following components:

General Counseling	Stress
Relationship Issues	Anxiety
Parenting Issues	Financial Issues
Grief and Loss	Childcare Issues
Addiction	Caring for an Elderly Parent

In the event that an eligible employee seeks assistance from the EAP for a work-related stress issue, the contact person for the EAP shall be instructed to direct such inquiries to the Association in the first instance. In the event the Board wishes to add or delete services or to reduce the level of services provided to employees during the term of this Agreement, the Board shall notify the Association of its desire to negotiate such changes. Employee participation in and/or referral to the EAP shall be voluntary and confidential, except as to any disclosures required by applicable law. All personal treatment records generated as a result of an eligible individual's utilization of the EAP shall be maintained by the service provider and shall not be shared with the Board unless otherwise authorized by the eligible employee or the covered dependent, or by operation of applicable law. The contact person for the EAP services to be made available under this Agreement shall not be employed by the Board of Education.

2. The Summary of Benefits, including the current rates, found on page 27 of the 2009-2010 Negotiated Agreement and attached hereto shall be extended until the conclusion of negotiations for a successor Agreement.

