

ARTICLE VIII - COMPENSATION AND BENEFITS

SECTION H - Health, Dental, Life And Vision Insurance (cont'd)

Otherwise, benefits will end the last day of the month in which the employee's active paid employment ends with the District provided all employee required premiums are paid. Nothing herein shall be construed as denying any eligible employee from continuing his/her insurance(s) as provided under Federal COBRA rule and regulations.

11. This Section (Section H) supercedes all articles/sections regarding health/medical, dental, vision and life insurance benefits and shall be included in each respective PERC recognized organization's Collective Bargaining Agreement in the District pending its separate ratification by each respective employee organization and approval by the School Board.

SECTION I - Employee Liability Insurance

The Board agrees to provide supplemental automobile insurance or self-insurance to complement personal liability coverage for the transporting of students in private passenger vehicles owned by the employees. This insurance or self-insurance shall only be in effect when the employee is transporting students to and from recognized school activities, and the use of the private passenger vehicle is approved for this purpose by the Principal. The total amount of the supplemental liability insurance shall be up to three hundred thousand (\$300,000) dollars per occurrence or to the full extent of the law if self-insured.

SECTION J - Retirement Benefits

1. An employee who retires or whose employment is terminated by death shall receive payment for accrued sick leave days. Such compensation shall be the daily rate of pay at retirement or death of the employee multiplied by the maximum percentage provided for by Florida Statute times the number of accumulated sick leave days. In the event service is terminated by death, benefits shall be paid to the employee's beneficiary.
2. Normal retirement shall mean retirement under any of the retirement systems established by the legislature, eligible for either full or reduced benefits.
3. Normal retirement shall not be construed to cover the withdrawal of the employee's contribution to his/her retirement plan if he/she is not otherwise eligible for full or reduced benefits.
4. If an employee retires and receives terminal pay benefits based on unused sick leave, all sick leave credit shall become invalid.
5. If an employee retires without receiving terminal pay benefits and interrupts retirement to return to teaching, his sick leave credit shall be valid.

SECTION K - Section 125 Spending Accounts

1. Effective January 1, 1996, the Board will provide the following for all employees who enroll in such plans.

ARTICLE VIII - COMPENSATION AND BENEFITS

SECTION K - Section 125 Spending Accounts (cont'd)

- a. An IRS Section 125 plan whereby a dependent care spending account will be established for each enrolling employee into which before-tax dollars may be deposited through payroll deductions. Any legally qualifying dependent care expense(s) of the employee may then be paid from such account during the plan year in keeping with all legal requirements.
 - b. An IRS Section 125 plan whereby a medical/dental/vision expense spending account will be established for each enrolling employee into which before-tax dollars may be deposited through payroll deduction. Any legally qualifying medical/dental/vision expense(s) may then be paid from such account during the plan year in keeping with all legal requirements.
2. BENCOR Retirement Plan - Effective June 30, 1999, and thereafter, employees who are eligible to receive terminal pay benefits under Article VIII, Section K of this Agreement shall have such pay benefits provided to them through the BENCOR National Government Employees Retirement Plan as adopted by the School Board.

Employees who are eligible to receive terminal pay benefits and who retire/leave the employment of the District prior to June 30, 1999, shall not be covered under the BENCOR Plan.

The District agrees to provide information for bargaining unit members.

SECTION L - Employee Assistance Program

1. The Board will provide an Employee Assistance Program (EAP) which meets or exceeds the benefits, training and services which were included in the RFP developed and approved by a joint committee in 1993, comprised of representatives of the Association, NCF&O, AESOP and the District Administration. In addition, the American Lung Association will train several EAP employees to conduct "stop smoking" clinic sessions at a rate of \$15.00 per employee.
2. The Association will be involved in developing all materials and meetings for employees for the purpose of explaining the EAP.
3. The administration agrees to refer to and utilize the services of the EAP for any employee who is utilizing drugs or alcohol to the extent that a referral is necessary.

SECTION M - Advanced Degrees

Employees receiving degrees will receive pay for an advanced degree in accordance with Appendix A provided:

1. The major in the advanced degree is in one (1) of the areas of certification as a regular classroom employee. A major is defined as including at least fifteen (15) hours in the major field with no more than three (3) hours for a practicum or thesis, or