

RESOLUTION
(Annual Health Insurance Buy-Out)

WHEREAS, the District offers health insurance coverage to employees; and

WHEREAS, the provision of health insurance to employees is a significant cost to the District; and

WHEREAS, employees represented by an employee organization (union) are offered, under their respective collective bargaining agreements, on an calendar year basis, two payments in lieu of receiving health insurance benefits from the District, commonly referred to as a “Buyout”; and

WHEREAS, offering a health insurance Buyout is a generally accepted method utilized by employers to control health insurance costs; and

WHEREAS, the District wishes to offer non-unionized employees the opportunity to participate a health insurance Buyout.

NOW, THEREFORE, IT IS RESOLVED:

1. Effective January 1, 2021, non-unionized employees may elect to receive a health insurance Buyout. For the 2022 calendar year, the value of the Buyout shall be:

Individual Plan: \$1,600

Two Person Plan: \$2,600

Family Plan: \$3,600

2. For any employee hired after January 1, 2022 requesting to receive the 2022 Health Insurance Buyout, the Buyout shall be prorated.
3. To be eligible for the Buyout, the employee must be eligible to receive health insurance coverage through the District as of the date of this resolution, or have an effective date of hire after the effective date of this resolution.

4. The Superintendent or her designee shall develop procedures and parameters for the implementation of a health insurance Buyout, including the form and timing of employee notification to the District that the employee would like to receive the Buyout.
5. The Buyout authorized by this Resolution is specific to the 2022 calendar year, and shall not extend beyond the 2022 calendar year unless authorized by the Board.