



Every Student Matters, Every Moment Counts

Morton School District #214

Home of the Timberwolves!

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p: 360-496-5300 • f: 360-496-5399

www.morton.k12.wa.us



@MortonSchoolDistrict214



@MSD21214

Morton Jr/Sr High School

152 Westlake Ave • Morton, WA 98356

p: 360-496-5137 • f: 360-496-6035

Morton Elementary School

400 Main Ave • Morton, WA 98356

p: 360-496-5143 • f: 360-496-0327

District Offer #9: July 29th, 2019

Article XVIII: Payments – Warrants

Fringe Benefits

A. The District shall provide qualified employees with insurance benefits that align with the rules and regulations set by the SEBB (School Employee Benefits Board).

a. Availability:

i. Qualified employees who work or will work a minimum of 630 hours during the year.

ii. Open enrollment begins on October 1st and through November 15th per SEBB.

iii. Employees are responsible for enrolling online or with forms provided by SEBB.

b. Benefits:

i. Qualified employees will be provided SEBB benefits that include medical, dental, vision, basic life/accidental insurance and long-term disability insurance.

ii. Employees may select a carrier approved by SEBB.

c. Premiums:

i. The District shall pay their portion of the employee premium as established by SEBB.

ii. Employees will be responsible for their portion of the premium.

A.iii. Any additional premium surcharges will be paid by the employee. ~~Every employee is entitled to the opportunity to make a decision on the disbursement of state benefits including health, dental and vision.~~

~~B. The pool shall be used to finance the following options:~~

~~(1) Dental; (2) Vision; (3) Health.~~

~~C. The pool shall be used to finance the following options in the order stated:~~

~~1. The total premium for a dental plan (full family or employee only as appropriate) shall be deducted first.~~

~~2. The total premium for a vision plan shall be deducted second.~~

The Morton School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator/ADA Coordinator/Civil Rights Compliance Coordinator and Superintendent John Hannah, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5300, jhannah@morton.k12.wa.us, or Section 504 Coordinator Jordan Austin, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5137, jaustin@morton.k12.wa.us

~~3. The remaining amount allocated to each employee will be used to pay the medical insurance to the extent of the unexpended balance. Costs that exceed the funding of the pool shall be borne by the employees on a basis to be decided by the Association.~~

~~D. The District shall pay the entire retiree health care subsidy for each full-time employee and an appropriate prorated percentage for each employee who is less than full time.~~

~~E. The District shall deduct from the affected employee's monthly salary the amount necessary to pay premiums due.~~

~~F. Those employees who are employed less than full time shall have the option to enroll in all insurance programs; provided, such employees will be required to pay costs for such insurance programs which are in excess of their prorated benefits.~~

Tentative Agreement:

Date: _____

Local Representative: _____

District Representative: _____