

Letter of Agreement
Between the
Anchorage School District and the
TOTEM Association of Educational Support Personnel
APEA/AFT (AFL-CIO)

The Anchorage School District and TOTEM Association have agreed to the following revisions to Article 701 of the 2021-2024 Negotiated Agreement:

701 HEALTH BENEFITS

For the duration of the Agreement, the District shall contribute to a health plan which meets the requirements of the Patient Protection and Affordable Care Act (PPACA).

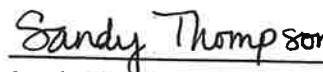
- A. Employees assigned to positions of thirty (30) hours or more per week shall be eligible for health insurance coverage. Eligibility is attained after a waiting period of sixty (60) calendar days for employees who do not currently have health benefit coverage with one of the District's employee benefit plans. Coverage shall begin the first day of the month following attainment of eligibility.
- B. Employees who lose their eligibility for health benefits for any reason, such as unpaid leave, layoff, or termination of employment other than retirement or gross misconduct, may elect to pay the cost of the health program provided through COBRA, according to its provisions.
- C. The District's monthly contribution for health benefits per eligible employee per month shall be ~~\$1,695 during each year of the contract~~ \$1,850 for the 2023/2024 school year. Health insurance benefits shall be described in the District's summary plan description as periodically amended. The employee contribution for those electing coverage is the difference between the premium amount and the combined total of the District's contribution and any subsidy from the reserve account.
- D. The employee contribution will not be more than \$225 per eligible employee per month in 2021-2022. Beginning July 1, 2022, the employee contribution will not be more than \$250 per eligible employee and family per month.
- E. The Association may have up to two (2) representatives on the District Health Benefits Task Force.

The parties agree and understand that this is a non-precedent setting agreement. The agreement will be effective July 1, 2023.

FOR THE ANCHORAGE SCHOOL DISTRICT

FOR TOTEM APEA/AFT (AFL-CIO)


Andrew Sundboom 8/2/23
Sr. Director, Employee/Labor Relations DATE


Sandy Thompson 8-2-2023
President, TOTEM Association DATE

Employer Contribution Increase LOA
2023/2024