

**NEGOTIATED AGREEMENT**

**between**

**THE BOARD OF EDUCATION  
OF HARFORD COUNTY**

**and**

**THE HARFORD COUNTY  
EDUCATIONAL SERVICES COUNCIL**

**July 1, 2012 – June 30, 2015**

## Benefit Plan Resources

Please note: The Benefits charts may not reflect minor changes made by the provider. For the most current information, please consult the providers' websites or contact Customer Service:

| Provider  | Member Service Tel.#     | Web Address   |
|---|--------------------------|---|
| CareFirst<br>BlueCross<br>BlueShield              | 800-342-7287<br>(Health) | <a href="http://www.carefirst.com">www.carefirst.com</a>  |
| BlueChoice<br>HMO                                 | 866-520-6099             | <a href="http://www.carefirst.com">www.carefirst.com</a>  |
| Delta Dental                                      | 800-932-0783             | <a href="http://www.deltadentalins.com">www.deltadentalins.com</a>  |
| Alliance Benefit<br>Group – Mid<br>Atlantic (FSA) | 877-895-0956             | <a href="http://www.fsaplan.info">www.fsaplan.info</a>  |
| APS Healthcare<br>(EAP)                           | 866-795-5701             | <a href="http://www.APSHelplink.com">www.APSHelplink.com</a>  |
| State Retirement<br>Agency                        | 800-492-5909             | <a href="http://www.sra.state.md.us">www.sra.state.md.us</a>  |
| Tax Deferred<br>Compensation<br>Plan (457)        |                          | <a href="http://www.hcps.org/departments/humanresources/benefits/retirement.aspx">http://www.hcps.org/departments/humanresources/benefits/retirement.aspx</a> |
| Tax Deferred<br>Investment<br>Program (403B)      |                          | <a href="http://www.hcps.org/departments/humanresources/benefits/retirement.aspx">http://www.hcps.org/departments/humanresources/benefits/retirement.aspx</a> |

**11.5 The Board's Rate of Contribution.** The Board's Rate of Contribution to the coverage made available under 11.1 is 90% of the total premium. The Board's rate of contribution applicable to the coverage made available under 11.4 shall be 90% of the total premium for all provided health and dental insurance plans.

*Effective July 1, 2012, Board contributions to all health and dental plans for employees hired or transferred into part-time positions of less than 25 hours a week will be 50% of the Board's contribution for full-time employees identified in this article.*

**11.6 Workers' Compensation.** All benefits provided under Maryland law for employees injured during and as a result of their work, including death, injury, hospitalization, medical and weekly disability payments, and lump sum awards, are available through a standard Workers' Compensation policy.

Employees who are injured on the job and who qualify for weekly disability payments through Workers' Compensation will receive their regular salary, less the

amount of the disability payments for up to twenty (20) duty days. Employees may then use their accumulated sick leave in order to maintain their full salaries. After the 20<sup>th</sup> day of absence, one-third day of sick leave will be deducted for each day compensated by Workers' Compensation to maintain an employee's full salary.

**11.7 Flexible Spending Account and Employee Assistance Plans.** 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 \$5,000 for the payment of non-covered medical expenses and \$5,000 for dependent care costs on a pre-tax basis.

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 Plan for a work-related stress issue, the contact person for the Plan 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 Plan 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.

## **ARTICLE XII**

### **Reimbursement**

**12.1 Reimbursement for Travel.** Harford County Public Schools will reimburse employees for approved transportation at the rate established by the Internal Revenue Service. All requests for transportation reimbursement must be submitted to the Assistant Superintendent for Administrative Services for prior approval before payment can be authorized.