

CRAWFORD AUSABLE SCHOOLS
REVISION – JULY 1, 2011
SELF-FUNDED VISION SERVICE CONTRACT

An Agreement between SET, Inc. (hereinafter referred to as SET) and the Crawford-Au Sable Schools (hereinafter referred to as the District.)

1. **Notification to Collective Bargaining Agents** (As Required by Law)

The District agrees to notify in writing all affected collective bargaining agents and all affected employees not less than 30 days prior to signing of this agreement of the following information:

- a. Benefits provided;
- b. Changes, if any, in benefits;
- c. Plan is not insured (or partially insured as the case may be);
- d. SET is providing claims administration only. There will be no guarantee of payment of any covered claim without receipt of District funds to adequately cover outstanding claims.
- e. SET will process claims for benefits in a reasonable period of time. Delays in processing do not afford eligible individuals greater rights or interest or other remedies against SET, Inc. than otherwise afforded by law.

THE ABOVE INFORMATION SHALL BE PROMINENTLY DISPLAYED AND SHALL BE COMMUNICATED TO ELIGIBLE INDIVIDUALS WITHIN 60 DAYS AFTER THEY BECOME ELIGIBLE FOR BENEFITS. THE ABOVE INFORMATION SHALL BE UPDATED AND COMMUNICATED NO LESS THAN ONCE EVERY FIVE (5) YEARS.

2. **Benefit and Plan Maximum Year Defined**

The above year shall be July 1 through June 30.

3. **Agreement Year**

This Year: July 1 through June 30.

Thereafter: July 1 through June 30.

4. **Claim Fund**

- a. The District shall deposit an initial claim fund. This fund shall be in the amount of: **\$1,000.00** (The claims fund shall be reviewed periodically, and adjusted as needed.)
- b. Subsequent months will be amount actually paid in claims the prior month.
- c. District will be billed by the 5th of each month.
- d. District will remit payment by the 20th of each month.

ELIGIBILITY

Eligible Classes: All persons of the Employer in the following benefit classes shall be eligible for these benefits:

Administrators, Teachers, Para-Pros, Secretaries, Custodians, Food Service, and Transportation

Employee's Date of Eligibility: Each employee within the eligible classes, who works the number of hours in the normal work week established by the Employer for the purposes of participating in these benefits, shall be eligible for these benefits on the day such work requirements are satisfied. **EFFECTIVE: DATE OF HIRE - NO PROBATIONARY PERIOD.**

GENERAL DEFINITIONS

The Employer: When the term "The Employer" is used, it means collectively all employers included under the Plan Document.

Active Work Requirement: A requirement that an Employee be actively at work on full-time at the business establishment of the Employer or at other locations to which the Employer's business requires the Employee to travel.

Eligible Individual Within This Benefit Plan: An Employee who is eligible for Benefits; a qualified dependent with respect to whom an Employee is eligible for Dependent Benefits.

Qualified Dependent:

- (1) An Employee's spouse while not divorced or legally separated from the Employee;
- (2) Each of the Employee's qualified children who is a dependent within the meaning of the Internal Revenue Code of the United States until the January 1st next following such child's twenty-fifth birthday; provided, however, that a divorced or otherwise legally separated spouse shall be considered a qualified dependent as long as the Employee is compelled by an order, ruling or other form of decision of a court of competent jurisdiction to provide vision care expense benefits for such spouse. An Employee's children shall include stepchildren, legally adopted children, and any other children residing with and being supported by the Employee pursuant to an order, ruling or other form of decision of a court of competent jurisdiction.

If a dependent child is or becomes incapacitated due to physical handicap or mental retardation while eligible for benefits, such child's incapacity must be submitted to SET within 30 days following the end of the year in which the child would otherwise cease to qualify as a dependent child. Proof must be submitted to SET once each year thereafter of the continuation of said incapacity, to continue with the eligible dependent benefits.

