

Administrative Regulation

Health/Welfare Benefits: Management Employees, Board of Education Members, Personnel Commission Members, Dependents, and Retirees

A. The following benefits shall be provided for management employees, Board of Education members, Personnel Commission members, dependents and retirees:

1. Medical Insurance

The district shall provide a choice of health service insurance plans.

2. Dental Insurance

A dental plan shall be provided by the district.

3. Vision

A vision package shall be provided by the district.

4. Life Insurance

The district shall provide a term life insurance policy.

5. Continuation of Benefits

a. Management employees who are absent because of illness, and who have exhausted their accumulated sick leave, shall continue to receive full health and welfare benefits paid by the district for six (6) months from the last day worked.

b. Management employees on district-approved leaves of absence without pay shall be given the option of converting to a health and welfare benefit plan for the period of the leave, at the employee's expense.

c. A management employee who has been actively employed on a regular full-time basis through June 20 of any school year will have continuous coverage until October 1 of that year, unless the employee subsequently serves notice of intent to terminate, in which case the coverage will cease on the first day of the month following.

- d. Retirees who have at least 10 consecutive years of service and who have reached age 55 at retirement shall be eligible for fully-paid health insurance for the retiree and spouse until the retiree reaches age 65.
- e. Disabled employees who retire with at least 15 consecutive years of service and who have reached age 50 at retirement shall be eligible for full-paid health insurance for the employee and spouse until the retiree reaches age 65.

6. Member Contribution

Annual contribution for management employees, Board members, and Commission members shall be:

\$300	Employee only
\$700	Employee and one dependent
\$950	Employee and two or more dependents

Annual contribution for retirees shall be:

\$240	Retiree only
\$560	Retiree and spouse

- B. The following benefits shall be provided for management employees, Board of Education members, and/or Personnel Commission members.

1. Physical Examinations

The district shall pay up to \$300 toward the cost of an extensive annual physical examination or up to \$500 toward the cost of an extensive biennial physical examination. Such examinations shall be conducted in accordance with established administrative procedures.

2. Tax-Sheltered Annuity/Regulated Investment Company

Employee participation in any tax-sheltered annuity and/or the purchase of shares in a regulated investment company is allowed with the district providing payroll deductions for this purpose.

3. Flexible Benefit Program

Employees may participate in a 125 Flexible Benefit Program for the employee contribution to the Health Services Insurance Plan, medical reimbursement (to a maximum of \$2500 per year), and dependent care expenses. The district will provide payroll deductions for this purpose.

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