



**Reference: Government Code Section 53200**

The district shall provide health and welfare benefits for all full time employees of the district. A full time employee is defined as one whose work schedule is 20 hours or more per week.

Certificated Employees

Health and welfare benefits provided to classified employees are subject to negotiation and are contained in the respective bargaining agreements.

Classified Employees

Health and welfare benefits provided to certificated employees are subject to negotiation and are contained in the respective bargaining agreements.

Administrative, Classified Management, and Confidential Employees

Health and welfare benefits provided to administrative, classified management, and confidential employees are not subject to negotiation.

The district will provide for each full time administrative, classified management, and confidential employee insurance coverage as follows:

- |                                  |                           |
|----------------------------------|---------------------------|
| • Hospital and Medical Insurance | Employee and Dependent(s) |
| • Dental Insurance               | Employee and Dependent(s) |
| • Vision Insurance               | Employee and Dependent(s) |
| • Life Insurance                 | Employee only             |
| • Income Protection Insurance    | Employee only             |
| • Personal Accident Insurance    | Employee only             |
| • Employee Assistance Program    | Employee and Dependent(s) |

The district will contribute a maximum amount toward these benefits per month. The maximum may be increased each year by the same percentage increase as received from the carrier. Any unpaid amount between the district's maximum contribution toward the benefits and the actual cost of the benefits plan selected by the employee shall be paid by the employee via payroll deduction.

In the event of death of the employee, all benefits currently provided to the employee and dependent(s) will continue to be paid by the district for one hundred eighty (180) days following the end of the month in which the employee's death occurs. During this time, the surviving dependent(s) will be responsible for the employee's portion of the benefits plan. Following the one hundred eighty (180) day period, benefits can continue at the surviving dependent's own expense.

Board approval date: 10/25/11