

All Personnel

HEALTH AND WELFARE BENEFITS

The District shall provide health and welfare benefits for certificated and classified employees in bargaining units. Benefits will be provided in accordance with state and federal law and subject to negotiated employee agreements.

Benefits for certificated and classified management, supervisory, and confidential employees who are not in bargaining units shall be the same as those benefits provided in the corresponding collective bargaining agreements unless otherwise specified in Board policy or individual contract.

Retired employees and other qualified persons may continue to participate in the District's group health and welfare benefit plan in accordance with state and federal law.

To receive continuation coverage under this program, covered employees and qualified beneficiaries shall pay the premiums, dues and other charges, including any increases in premiums or dues, and costs incurred by the District in administering this program.

The Superintendent or designee shall advise all employees of their rights and responsibilities related to continuing their health insurance benefits when their employment eligibility changes.

Legal Reference: Education Code
7000-7008 Health and welfare benefits, retired certificated employees
35208 Liability insurance
35214 Liability insurance (self-insurance)
44041-44042 Payroll deductions for collection of premiums
44986 Leave of absence, state disability benefits
45136 Benefits for classified employees
Family Code
297-297.5 Rights, protections and benefits under law; registered domestic partners
Government Code
22750-22944 Public Employees' Medical and Hospital Care Act, especially:
22931 Application of education code provisions relating to inclusion of certain retirees in local health and welfare benefit plans
53200-53210 Group insurance
Health and Safety Code
1366.20-1366.29 Cal-COBRA program, health insurance
1373.621 Continuation coverage, age 60 or older after five years with district

HEALTH AND WELFARE BENEFITS (continued)

Legal References: (continued)

1374.58 Coverage for registered domestic partners, health service plans and health insurers

Insurance Code

10116.5 Continuation coverage, age 60 or older after five years with district

10128.50-10128.59 Cal-COBRA program, disability insurance

12670-12692.5 Conversion coverage

Labor Code

2800.2 Notification of conversion and continuation coverage

Unemployment Insurance Code

2613 Education program; notice of rights and benefits

United States Code, Title 26

4980B COBRA continuation coverage

United States Code, Title 29

1161-1168 COBRA continuation coverage

United States Code, Title 42

1395-1395g Medicare benefits

Code of Federal Regulations, Title 26

54.4980B-1-54.4980B-10 COBRA continuation coverage

Code of Federal Regulations, Title 45

164.500-164.534 Health Insurance Portability and Accountability Act (HIPAA)

Management Resources:

Web Sites

California Department of Industrial Relations:

<http://www.dir.ca.gov>

California Employment Development Department:

<http://www.edd.ca.gov>

U.S. Department of Labor: <http://www.dol.gov>