

**Summary of Management Employee Benefits**

<p><b>Health Insurance</b> (Anthem Blue Cross)</p>	<p>Plan options include Medical and Prescription coverage. Eligibility is the first of the month following date of hire. Premiums are fully paid by the District for the employee and eligible dependents.</p> <ul style="list-style-type: none"> <li>• <b>Classic PPO Plan:</b> \$15 copays and 20% coinsurance after you meet the deductible. Deductible- \$200 person/\$600 family Out of Pocket Maximum-\$2,000 person/ \$4,000 family</li> <li>• <b>Consumer Driven Health Plan (CDHP) Health Savings Account (HSA) eligible plan.</b> Includes a district HSA contribution. 20% coinsurance after you meet the deductible. Deductible-\$1,600 person/\$3,200 family Out of Pocket Maximum-\$2,500 person/\$4,000 family</li> </ul> <p>Health Savings Account Employer Contribution:</p> <ul style="list-style-type: none"> <li>• Single HSA- \$1300 employer contribution</li> <li>• EE+1 HSA-\$2,600 employer contribution</li> <li>• Family HSA-\$2400 employer contribution</li> </ul>																		
<p><b>Dental Insurance</b> (Ameritas)</p>	<p>Dental Maximum-\$3,000 maximum per person per calendar year. Dental Deductible-\$50 per calendar year for type 2 &amp; 3, Waived for type 1</p>																		
<p><b>Vision Insurance</b> (VSP)</p>	<p>No deductible. Premiums fully paid by District for employee and eligible dependents</p>																		
<p><b>Short Term Disability</b></p>	<p>If disabled (off the job) pays 20% to a maximum benefit of \$1,000 (to supplement SDI payments) for a maximum of 22 weeks.</p>																		
<p><b>Long Term Disability</b></p>	<p>If disabled (off the job) pays 60% of base salary (up to \$10,500 per month), after a 180 day waiting period. Premiums paid in full by District.</p>																		
<p><b>Life Insurance</b></p>	<p>Death benefit of one times annual salary; premiums paid in full by District</p>																		
<p><b>Retirement Plan</b></p>	<p>Members of CalPERS, 2.7% at 55 formula for employees who joined CalPERS before 1/1/13 and had no break in service. 2% @ 62 Formula for new members after 1/1/13. Employee contributes 8% (Classic) or 7.75% (PEPRA) of base salary to the CalPERS account.</p>																		
<p><b>Retirement Health Savings Plan</b></p>	<p>2% of Base Salary per month will be contributed on the employee's behalf to this plan, and the account can be used to pay for health insurance premiums and medical expenses after retirement.</p>																		
<p><b>Holidays, Vacation &amp; Sick Leave</b></p>	<p><u>Holidays:</u> January 1, Martin Luther King Day, 3<sup>rd</sup> Monday of February, Memorial Day, July 4, Labor Day, Thanksgiving Day, Friday following Thanksgiving, December 25, plus 3 days (24 hours) of floating holiday pay.</p> <table border="0"> <tr> <td><u>Vacation:</u></td> <td><u>Years of Service</u></td> <td><u>Vacation Accrual</u></td> </tr> <tr> <td></td> <td>0-3 Years</td> <td>80 hours</td> </tr> <tr> <td></td> <td>3-10 years</td> <td>120 hours</td> </tr> <tr> <td></td> <td>10-20 years</td> <td>160 hours</td> </tr> <tr> <td></td> <td>20-25 years</td> <td>168 hours</td> </tr> <tr> <td></td> <td>25+ years</td> <td>176 hours</td> </tr> </table> <p><u>Sick Leave</u> Accrue 8 hours per month</p>	<u>Vacation:</u>	<u>Years of Service</u>	<u>Vacation Accrual</u>		0-3 Years	80 hours		3-10 years	120 hours		10-20 years	160 hours		20-25 years	168 hours		25+ years	176 hours
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