



## BOARD POLICY

BP 4154/4254/4354

Adopted: 6/11/90

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### 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 negotiated employee agreements.

Benefits for employees who are not in bargaining units shall be the same unless otherwise specified in Board policy or individual contract.

*(cf. Management/Confidential Compensation Package Oct. 1989)*

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

#### Board Members

##### Health Benefits Upon Retirement

Upon leaving the Board of Education and after twelve years of service, a Board Member shall be given the same health benefits afforded to a management employee.

Legal Reference on next page

Legal Reference:



## **All Personnel**

### **Health and Welfare Benefits**

#### EDUCATION CODE

[1252](#) Power to contract for group workers' compensation insurance (county superintendent)

[7000-7005](#) Health and welfare benefits, retired certificated employees

[7008](#) Employees disabled by violent act in scope of employment

[35208](#) Liability insurance

[35213](#) Reimbursement for loss, destruction or damage of personal property

[35214](#) Liability insurance (self-insurance)

[44041](#) Deductions in salary payment as requested by employee

[44042](#) Payroll deduction for collection of insurance premium

[44986](#) Leave of absence for disability allowance applicant

[45136](#) Benefits for classified

#### GOVERNMENT CODE

[22090.03](#) Public agency includes school districts

[22156](#) Medicare coverage for school district employees

[22754](#) Definitions

[22858](#) Application of education code provisions relating to mandatory inclusion of certain retirees in local health and welfare benefit plans

[22859](#) Participation in medicare reimbursement program

[53200-53210](#) Group insurance

[53200](#) Definitions: group insurance, local agency; health and welfare benefits, employees

#### UNEMPLOYMENT INSURANCE CODE

[2613](#) Education program; notice of rights and benefits

#### CONSOLIDATED OMNIBUS RECONCILIATION ACT

Public Law 99-272

#### CONTRACTS

All bargaining units

Replaces BP 4154/4254/4354 (8/28/90)