

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.

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

Retired Certificated Employees

The District health insurance program (including dental care benefits) shall be available to retired former certificated employees and their spouses, and to the spouses of certificated employees who died while employed by the District. (Education Code 7000)

The insurance shall provide full benefits for retired employees up to the age at which they become eligible for Medicare / Medicaid, and afterwards shall cover only those eligible expenses not covered by Medicare, Medicaid or other health insurance programs.

Coverage under this program will continue only as long as the retiree reimburses the District monthly for the premium paid the insurance carrier. Retirees who fail to make this payment will no longer be eligible for the program.

(cf. 3530 - Risk Management / Insurance)

(cf. 4141/4241 - Collective Bargaining Agreement)

Legal Reference:

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

All Personnel

BP 4154
4254
4354

HEALTH AND WELFARE BENEFITS

Legal Reference (continued):

GOVERNMENT CODE

22009.03 *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, especially*

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

Policy
Adopted: September 11, 2000

BREA OLINDA UNIFIED SCHOOL DISTRICT
Brea, California