

HEALTH AND WELFARE BENEFITS

Commencing July 1, 2021 the employer's ongoing contribution towards the cost of medical, dental and vision health and welfare benefits per full time personnel not otherwise covered by a collective bargaining agreement shall be \$ 1,316.00 per month. The staff member's share of the health and welfare benefit insurance premium shall be the difference between the cost of the health and welfare benefit plan package and the Employer's contribution.

For the 2021-2022 and 2022-2023 school years, the Employer shall pay the certificated and classified unit member's share of the cost of the health and welfare benefits for the Oak Tiered medical plan, Vision C-5 plan and Dental D-20.

Any amount in excess of the Employer's ongoing contribution that is required to meet the monthly health and welfare benefit premiums shall be paid by the staff member through payroll deduction or an IRS-125 plan at the staff member's individual election.

With respect to eligibility to participate in the health benefits plan or the level of health benefits provided, the Employer shall not discriminate in favor of employees who are among the highest paid 25 percent of all Office of Education employees.

All benefit programs referred to in this policy shall be selected by the employee from the programs provided by the North Coast Schools Medical Insurance Group.

Temporary certificated staff assigned to a position for one semester or more, and limited term classified staff assigned to a position for at least a complete year, shall be entitled to the same level of employer-paid benefits as are regular personnel. Other temporary, short term, and substitute staff may participate in the health and welfare benefits, but only on a full employee-paid basis.

New personnel and their qualified dependents will be covered by these programs from the first day of the first full calendar month of paid service. When terminating from employment, health and welfare benefits coverage for the individual and any eligible dependents shall extend to the last day of the calendar month in which the final day of paid service was rendered unless otherwise approved by the Superintendent.

Whenever any employee is on unpaid leave for a period of more than twenty (20) consecutive workdays, he/she shall be responsible for paying the premiums on all health and welfare programs in which he/she wishes to remain active and eligible for coverage during the period of unpaid leave. A payment shall be arranged and approved in advance of the leave.

Retired employees, other employees who would otherwise lose coverage due to a qualifying event specified in law, and their qualified beneficiaries may continue to participate in the group health and welfare benefits in accordance with state and federal law.

The Superintendent or designee shall not disclose any medical information the Office of Education possesses pertaining to an employee without the employee's authorization obtained in accordance with Civil Code 56.21, except for the purpose of administering and maintaining employee benefit plans and for other purposes specified under law.

Legal Reference:

EDUCATION CODE

7000-7008 Health and welfare benefits, retired certificated employees

1207-1209 Salaries and qualifications

1290 et seq. Staff of the county superintendent

1310 et seq. Classified county school employees

45136 Benefits for classified employees

CIVIL CODE

56.19-56.16 Disclosure of information by medical providers

56.20-56.245 Use and disclosure of medical information by employers

HEALTH AND SAFETY CODE

1366.20-1366.29 Cal-COBRA program, health insurance

UNITED STATES CODE, TITLE 42

300gg-16 Group health plan; nondiscrimination in favor of highly compensated individuals

CODE OF FEDERAL REGULATIONS, TITLE 45

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