

Educational Support Staff – Fringe Benefits

This Policy applies to non-bargaining unit employees hired on or after June 18, 2020.

Medical Insurance

The Board offers group comprehensive medical insurance plan options for eligible full-time employees. The Board shall pay a portion of the premium for a policy of major medical insurance for each employee and their dependent(s) who are eligible to be offered insurance and elect to enroll in one of the District's plans, as detailed below. Employees are responsible for the remainder of the monthly premium through payroll deductions.

Medical Insurance Plan Coverage – Board Contribution

Employee Only	Employee + Spouse	Employee + Child(ren)	Family
90%	80%	80%	80%

Dental Insurance

The Board offers a self-funded dental insurance plan for eligible full-time employees. The Board pays 100% of the premium for all dental insurance coverage options if an employee elects to enroll in the District's plan.

Vision Insurance

The Board offers a group vision insurance plan for eligible full-time employees. If an employee elects to enroll in the vision insurance plan, he/she is responsible for the entire premium for the coverage plan selected.

Life Insurance

Employees enrolled in the District's group medical insurance plan shall receive a Board-paid \$30,000 life insurance benefit.

Adopted: December 9, 2021