

*BENEFITS*

Health Insurance

The District makes available to eligible employees medical, vision, and dental insurance under the defined current group insurance plan. Part of the insurance premium may be paid from District funds in accordance with collective bargaining agreement(s). At the employee's expense, dependents of eligible employees are also eligible for coverage under the District's insurance plan as defined in the current plan booklet. Employees must authorize a payroll deduction for any share of health insurance premium that they are responsible for paying.

The plan document for medical, vision, and dental insurance issued by the insurance carrier specifies the specific terms and conditions of coverage.

The District will, from time to time, evaluate the health coverage plan to be offered and make adjustments in the level of coverage and the amount of premium cost to be paid by the District as it deems appropriate. This evaluation shall be in conjunction with the District's Insurance Committee and employee bargaining groups.

Life Insurance

The District will offer a group life and accidental death and dismemberment insurance plan to eligible employees. The coverage becomes effective on the first of the month following date of hire for certified/administrative employees and first of the month following 30 days for all classified employees. Please refer to your appropriate Negotiated Agreement for both life and AD&D policy amounts. The employee may purchase additional life or accidental death and dismemberment insurance plans at their own expense.

Retirement

As defined in NRS 286, the District is considered a public employer. Therefore, employees in positions considered to be half-time or more according to the full-time work schedule for at least one hundred twenty (120) consecutive work days are covered by the Public Employees Retirement System (PERS), details of which are described in Chapter 286 of the NRS.

Reference: NRS 286