

Benefits Eligibility, District Employees	District Monthly Contribution	NON JESPA Full-time Eligible**	NON JESPA Full-time Eligible**	NON JESPA Part-time Eligible	JESPA Full-time Eligible**	JESPA Part-time Eligible	JESPA Part-time Eligible	Rehired employees eligible for PT Benefits and Rstrd med Plan*	Rehired employees eligible for PT Benefits and Rstrd Med Plan*	Rehired employees eligible only for restricted medical plan*	All other employees (including var hour ees)
Find your regularly scheduled hours per week, (sum of scheduled, standard hour jobs)		25 or more**	24 - < 25	20 - < 24	30 or more**	25 - < 30	20 - < 25	20 - < 25	25 - < 30	Variable hr with Rstrd Med Plan	Var., ssnl, or std hrs < 20 hrs NO med plan
FTE		0.625 or more	0.6 - < .625	0.5 - < .6	.75 or more	.625 - < .75	.5 - < .625	.5 - < .625	.625 - < .75		
Medical [KP DHMO, Aetna DHMO, Aenta HDHP, KP HDHP I (\$2,500), KP HDHP II (\$4,000)]	up to \$640	X	X		X						
Medical (Kaiser restricted HDHP \$4,000), no HSA option*	\$446.21							X	X	X	
Health Savings Account (HSA) (ER contribution applies only to Kaiser HDHP II (\$4,000), Employee-only coverage level)	\$80.00	X	X		X						
Healthcare Flexible Spending Account (HCFSA)		X	X		X						
Dental (PPO Only, or PPO + Premier) Plans		X	X	X	X	X	X	X	X		
Dental, Employer contribution	\$10.00	X	X		X						
Vision		X	X	X	X	X	X	X	X		
Dependent Care Flexible Spending Account (DCFSA)		X	X	X	X	X	X	X	X		
District-Paid Basic Life, 2 X salary up to \$300K maximum	100%	X	X	X	X	X	X	X	X		
Voluntary Life (Employee supplemental, child, spouse life)		X	X	X	X	X	X	X	X		
District-Paid AD&D, 2 x salary to \$300K maximum	100%	X	X	X	X	X	X	X	X		
District-Paid short-term disability	100%	X	X	X	X	X	X	X	X		
District-Paid long-term disability	100%	X			X	X			X		
Voluntary Retirement Savings Plans (401(k), 403(b), 457)		X	X	X	X	X	X	X	X	X	X
<p>*Restricted Medical Plan, Kaiser HDHP \$4,000</p> <p><i>This plan is limited to: Employees who return to the district within 26 weeks who were eligible for FT benefits when they left, FT employees that transfer to a variable hour position, or variable hour employees that become eligible due to hours worked during the ACA look-back period. You are eligible for the Restricted Medical plan through the end of your ACA stability period.</i></p> <p><i>Stability periods generally end on June 30th of each year; however, please contact the employee benefits department to confirm the end of your stability period.</i></p>				<p>** If an employee is in a position eligible for FT benefits, and transfers to a less than full-time standard hour position, the employee will maintain FT benefit eligibility through the end of their ACA stability period. Please check eligibility with the Employee Benefits Department.</p>							