

Benefits Eligibility, Charter- School Employees	Charter Employees					
	Employer Monthly Contribution	Full-time Employees**	Part-time Employees	Rehired employees eligible for PT Benefits and Restricted Medical Plan*	Rehired employees eligible for Restricted Medical Plan only; or transfer from FT to variable hr*	All other employees (including variable hour and seasonal employees)
If your regularly scheduled hours in one or more standard hour jobs is:		30 or more**	20 - < 30	20 - < 30	Variable hr with Rstrd Med Plan	Var., ssnl, or std hrs < 20 hrs NO med plan
Medical (Kaiser DHMO, Aetna DHMO, Aetna HDHP, KP HDHP I \$2,500, KP HDHP II \$4,000)	up to \$552.00	X				
Medical (Kaiser Restricted HDHP \$4,000), no HSA option*	\$446.21			X	X	
Health Savings Account (HSA)		X				
Dental (Choice of PPO Only, or PPO + Premier network) Plans		X	X	X		
Vision		X	X	X		
Employer-Paid Basic Life		X	X	X		
Voluntary Life (<i>employee supplemental, spouse and child life</i>)		X	X	X		
Voluntary short-term disability, except New America School & RMAE)		X				
Voluntary Retirement Savings Plans (401(k), 403(b), 457)		X	X	X	X	X
<p>*Restricted Medical Plan, Kaiser HDHP \$4,000 <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. 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>		