

Personnel

INSURANCE | HEALTH & WELFARE BENEFITS

The Governing Board recognizes that health and welfare benefits are essential to promote employee health and productivity and are an important part of the compensation offered to employees. The district shall provide health and welfare benefits for employees in accordance with state and federal law and subject to negotiated employee agreements.

The district shall provide health and welfare benefits for certificated and classified employees in bargaining units. Benefits will be provided in accordance with negotiated employee agreements.

The district shall insure all employees for indemnity and job-related liability. (Education Code 35208)

For purposes of granting benefits, a registered domestic partner and his/her child shall have the same rights, protections, and benefits as a spouse and spouse's child. (Family Code 297.5, 300)

Employees who are not in bargaining units (Management, Supervisory and Confidential Personnel) shall receive health and welfare benefits as specified in Board policy and administrative regulation. This includes post-employment (retirement) district paid health benefits for medical, dental and vision insurance similar to certificated employees. Retirement must be under the California State Teacher's Retirement System (CalSTRS) or California Public Employee's Retirement System (CalPERS) and based on required years of service within and outside district. _

Continuation of Coverage

The Superintendent or designee shall advise all employees of their rights and responsibilities related to continuing their health insurance benefits when their eligibility changes.

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

Unless otherwise provided for in the applicable collective bargaining agreement, covered employees and their qualified beneficiaries may receive continuation coverage by paying the premiums, dues, and other charges, including any increases in premiums, dues, and costs incurred by the district in administering the program.

The district health insurance program (including dental/vision care benefits) shall be available to retired former certificated employees and their spouses, and to the spouses of certificated employees who died while employed by the district.

Personnel**INSURANCE | HEALTH & WELFARE BENEFITS****Confidentiality**

The Superintendent or designee shall not use or disclose any employee's medical information the district possesses 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 in law. (Civil Code 56.20)

Legal Reference:

Education Code**Description**

Civ. Cod 56.10-56.16	<u>Disclosure of information by medical providers</u>
Civ. Code 56.20-56.245	<u>Use and disclosure of medical information by employers</u>
Ed. Code 17566	<u>Self-insurance fund</u>
Ed. Code 35208	<u>Liability insurance</u>
Ed. Code 35214	<u>Liability insurance (self-insurance or a combination of self-insurance and insurance through an insurance company)</u>
Ed. Code 44041-44042	<u>Payroll deductions for collection of premiums</u>
Ed. Code 44986	<u>Leave of absence; state disability benefits</u>
Ed. Code 45136	<u>Benefits for classified employees</u>
Ed. Code 7000-7008	<u>Health and welfare benefits; retired certificated employees</u>
Fam. Code 297-297.5	<u>Rights, protections, benefits under the law; registered domestic partners</u>
Fam. Code 300	<u>Definition of marriage</u>
Gov. Code 12940	<u>Unlawful discriminatory employment practices</u>
Gov. Code 22750-22944	<u>Public Employees' Medical and Hospital Care Act</u>
Gov. Code 53200-53210	<u>Group insurance</u>
H&S Code 1366.20-1366.29	<u>Cal-COBRA program; health insurance</u>
H&S Code 1367.08	<u>Disclosure of fees and commissions paid related to health care service plan</u>
H&S Code 1373	<u>Health services plan; coverage for dependent children</u>
H&S Code 1373.621	<u>Continuation coverage; age 60 or older after five years with district</u>
H&S Code 1374.58	<u>Coverage for registered domestic partners; health service plans and health insurers</u>
Ins. Code 10116.5	<u>Continuation coverage; age 60 or older after five years with district</u>
Ins. Code 10128.50-10128.59	<u>Cal-COBRA program; disability insurance</u>

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Legal Reference:

Education Code

Ins. Code 10277-10278

Ins. Code 10604.5

Ins. Code 12670-12692.5

Lab. Code 2800.2

Lab. Code 4856

Unemp. Ins. Code 2613

Government Code

1 USC 7

26 CFR 1.105-11

26 CFR 54.4980B-1-54.4980B-10

26 CFR 54.4980H-1-54.4980H-6

45 CFR 164.500-164.534

Description

[Group and individual health insurance; coverage for dependent children](#)

[Annual disclosure of fees and commissions paid](#)

[Conversion coverage](#)

[Notification of availability of continuation health coverage](#)

[Health benefits for spouse of peace officer killed in performance of duties](#)

[Disability insurance; notice of rights and benefits](#)

Description

[Definition of marriage and spouse](#)

[Self-insured medical reimbursement plan](#)

[COBRA continuation coverage](#)

[Patient Protection and Affordable Care Act](#)

[Privacy of individually identifiable health information](#)

UNEMPLOYMENT INSURANCE CODE

2613 Education program; notice of rights and benefits

CONSOLIDATED OMNIBUS RECONCILIATION ACT

Public Law 99-272

Policy Adopted: July 5, 1990
Revised: March 7, 2024

WESTMINSTER SCHOOL DISTRICT
Westminster, California