

RANCHO SANTA FE SCHOOL DISTRICT

Board Policies Covering All Certificated Employees

Board Policy No. 4108: HEALTH AND WELFARE BENEFITS

- A. Commencing on February 1, 2024, the District will contribute up to a maximum of \$1,050.00 per month (\$12,600/annually) per permanent or probationary certificated employee for current coverage for employee only under current health, vision, dental, and life insurance policies. The above maximum amount will be prorated for part-time permanent or probationary certificated employees in accordance with their work hours and work year. If an eligible employee chooses a plan for which the premium for employee only coverage is less than the District's maximum contribution, any savings may be used by the employee to pay part of the costs for vision, dental or spousal health coverage.
- B. If, in any month, the cost of the health care coverage in paragraph A exceeds the specific maximum contribution of the District, the amount of the excess will be deducted from the paychecks of employees.
- C. The amount of life insurance available to employees under paragraph A above shall be \$100,000.00.
- D. A vision plan will be provided for eligible employees who choose to participate at their own cost which shall be paid for by payroll deduction. If an eligible employee chooses a health care plan that is less than the maximum contribution of the District, the employee to pay any part of the costs of a vision plan.
- E. Domestic Partners
 - 1. Commencing January 1, 2005, eligible employees may receive health (medical, dental and vision) benefits for their domestic partners, upon written request, subject to any legal restrictions, the terms of this Board Policy, and the policies of the District's health care providers and carriers. Eligible employees for purposes of this Board Policy are those regular employees who are currently eligible for health benefits under this Board Policy.
 - 2. The term “domestic partner” for purposes of this Board Policy shall have the same meaning as that definition in Family Code section 297.
 - 3. Domestic partners of eligible employees shall receive health benefits under this Board Policy only if all requirements set forth in Family Code section 297 are met, and the District receives a copy of the registered form of the Declaration of Domestic Partnership which has been returned to the domestic partners from the California Secretary of State. (Family Code section 298.5). The District may

require verification and/or evidence of compliance in addition to receipt of a copy of the registered form of the Declaration of Domestic Partnership. The burden of proof is on the eligible employee seeking health benefits for his or her domestic partner.

- F. Eligible employees who do obtain health benefits for their domestic partners pursuant to Board Policy shall immediately notify the District in writing whenever the domestic partnership is terminated. (Family Code section 299).
- G.. It is the intent of the Board that this Board Policy be consistent with current law. Any part of this Board Policy which is not consistent with current law shall be void. Any changes in applicable law which impacts this Board Policy shall automatically modify this Board Policy to ensure consistency.

Legal Reference:

Family Code sections 297, 298, 298.5, 299, 299.5, 299.6

Government Code sections 22867, 22868, 22869, 22871, 22871.1, 22871.2, 22871.3, 22872, 22873, 22874, 22875, 22876, 22877, 53200, 53201, 53202, 53206, 53205.1

Date Policy Adopted By The Board: September 6, 1990

Dates Policy Revised By The Board: February 9, 2000; January 13, 2005; December 11, 2008, May 6, 2010, July 18, 2013; June 4, 2015, November 2, 2017, July 11, 2019, August 12, 2021, February 27, 2024, October 14, 2025