

**Certificated and Classified Personnel**

**HEALTH AND WELFARE BENEFITS**

The district shall provide health and welfare benefits for eligible certificated and classified employees in bargaining units in accordance with state and federal law and subject to negotiated employee agreements.

*(cf. 4140 Bargaining Units)*

*(cf. 4141 Collective Bargaining Agreement)*

Benefits for employees who are not in bargaining units shall be the same as those for employees in bargaining units unless otherwise specified in Board policy or individual contract.

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 Employees**

Retired employees and other qualified persons may continue to participate in the district's group health and welfare benefit plan and dental care benefit plan in accordance with state and federal law. The Superintendent or designee shall advise all employees of their rights and responsibilities related to continuing their health insurance benefits when their eligibility changes.

To receive continuation coverage under this program, the qualified beneficiary shall pay the premiums, dues and other charges, including any increases in premiums or dues, and costs incurred by the district in administering this program.

Retired certificated or classified employees who qualify for continued district-paid benefit coverage according to bargaining unit contracts, and whose district-paid coverage ends prior to becoming eligible for Medicare, Medicaid, or other health insurance programs, may elect to continue, at their own expense, under the district's health care plan until such time as they become eligible for Medicare, Medicaid or other health insurance programs.

*(cf. 3530 - Insurance Management)*

*(cf. 4141/4241 - Agreement)*

*Legal Reference:*

EDUCATION CODE

1252 *Power to contract for group workers' compensation insurance (county superintendent)*

7000-7005 *Health and welfare benefits, retired certificated employees*

7008 *Employees disabled by violent act in scope of employment*

35208 *Liability insurance*

35213 *Reimbursement for loss, destruction or damage of personal property*

35214 *Liability insurance (self-insurance)*

44041 *Deductions in salary payment as requested by employee*

44042 *Payroll deduction for collection of insurance premium*

44986 *Leave of absence for disability allowance applicant*

45136 *Benefits for classified*

GOVERNMENT CODE

22009.03 *Public agency includes school districts*

22156 *Medicare coverage for school district employees*

**Board Policy 4154(b)**

22754 *Definitions*

22858 *Application of education code provisions relating to mandatory inclusion of certain retirees in local health and welfare benefit plans*

22859 *Participation in Medicare reimbursement program*

53200-53210 *Group insurance, especially*

53200 *Definitions: group insurance, local agency; health and welfare benefits, employees*

UNEMPLOYMENT INSURANCE CODE

2613 *Education program; notice of rights and benefits*

CONSOLIDATED OMNIBUS RECONCILIATION ACT

*Public Law 99-272*

INSURANCE CODE

12670-12692.5 *Conversion coverage*

LABOR CODE

2800.2 *Notification of conversion and continuation coverage*

Adopted: August 24, 1993  
Revised: 4/13/00;  
Reviewed: 11/15/94; 5/13/99;

**WEST SONOMA COUNTY UHSD**  
Sebastopol, California