



## Summary of Benefits Provided Under the COU (Management/Confidential Employees)

Retirement Plan	CalPERS - California Public Employees Retirement System 2% @ 62 - PEPRA Miscellaneous Employees 2% @ 55 - Classic Miscellaneous Employees (prior 1/1/13 or no more than 6 month break in service)
Vacation Leave	0-2 years of employment - 88 hours 2-3 years of employment - 96 hours 3-4 years of employment - 104 hours 4-5 years of employment - 112 hours 5-6 years of employment - 120 hours 6-10 years of employment - 136 hours 10-11 years of employment - 144 hours 11-12 years of employment - 152 hours 12-13 years of employment - 160 hours 13-14 years of employment - 168 hours 14-20 years of employment - 176 hours 20+ years of employment - 200 hours
Sick Leave	3.69 hours per pay period accrued (8 hours per month) Cap accrued Sick Leave hours at 960 hours Payout dependent upon years of service
Personal Leave	Allowed to use 32 hours per year of Sick Leave as Personal Leave
Administrative Leave	40 hours every July 1st
Paid Holidays	New Years Day - January 1st Martin Luther King Jr. Day - 3rd Monday in January President's Day - 3rd Monday in February Memorial Day - Last Monday in May Independence Day - July 4th Labor Day - 1st Monday in September Veteran's Day - November 11th Thanksgiving - 4th Thursday in November Day After Thanksgiving Christmas Eve - December 24th Christmas - December 25th New Years Eve - December 31st
Health Insurance	Anthem Blue Cross PPO 80/20 plan through SDRMA Annual Deductible: \$500 individual, \$1000 family

	100% of premium paid by District for employee, dependents, and domestic partner.
Dental Insurance	Delta Dental 80/20 Plan Annual Maximum pay is \$2000 per person 100% of premium paid by District for employee, dependents, and domestic partner.
Vision Insurance	VSP Pays for exam, and any necessary frames, lenses, or contact lenses on an established schedule of benefits. 100% of premium paid by District for employee, dependents, and domestic partner.
Prescription	Express Scripts 30-day retail costs are \$5 generic, \$30 Brand, \$45 Non-Formulary, 30% Specialty Maximum out of pocket is \$4,600 individual, \$9,200 family 100% of premium paid by District for employee, dependents, and domestic partner.
Health Reimbursement Account (HRA)	District contributes \$3,500 annually for out of pocket healthcare expenses
Group Life Insurance	Coverage is two times annual salary up to \$100,000 to age 65 After age 65 coverage is reduced by 35%, after age 70 coverage is reduced by additional 15% 100% premium paid by District
Long Term Disability	Provides 66 2/3% of wage to age 65 Waiting period is (60) sixty days
AFLAC	Optional - Supplemental Benefits
Flexible Spending Account (FSA)	Optional - max \$2,700 Healthcare; \$5,000 Child Care
457 Deferred Compensation Plan	Optional - CalPERS 457 Plan
Safe Driving Bonus	Four (4) hours is credited to employee's vacation hours semi-annually based on safe driving record for the prior six-month period.