



Summary of Benefits Provided Under the COU
(Management/Confidential Employees)
Effective July 2022 - June 2027

Employee Pay Periods	Paid bi-weekly on Thursday for 2-week pay period 26 pay periods per year
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	Maximum accrual is 3x employee's annual accrual rate. 0-4 years 3.38 hours per pay period (88 hours per year) After 4th anniversary 4.92 per pay period (128 hours per year) After 9th anniversary 6.15 hours per pay period. (160 hours per year) After 14th anniversary 6.77 hours per pay period (176 hours per year) After 19th anniversary 7.69 hours per pay period (200 hours per year)
Sick Leave	3.7 hours per pay period accrued (8 hours per month) Maximum accrued Sick Leave balance of 960 hours Payment of sick leave may be available
Personal Leave	Allowed to use up to 32 hours per year of Sick Leave as Personal Leave
Administrative Leave	40 hours every July 1st
Paid Holidays	8-hours of holiday pay 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
Other Paid Leave	Bereavement, Jury Duty, Military
Health Reimbursement Account (HRA)	District contributes \$3,500 annually for out of pocket healthcare expenses

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	Vision Service Plan (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 Drug Plan	Express Scripts Maximum out of pocket is \$4,600 individual, \$9,200 family 100% of premium paid by District for employee, dependents, and domestic partner.
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 - Medical or Dependent 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.