

# Salinas Union High School District

## **HEALTH AND WELFARE BENEFITS**

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

(cf. [4140/4240](#) - Bargaining Units)

(cf. [4141/4241](#) - Collective Bargaining Agreement)

Employees who are not in bargaining units shall receive similar benefits as those specified in the appropriate collective bargaining agreement.

### **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.

Legal Reference:

#### EDUCATION CODE

[7000-7008](#) Health and welfare benefits, retired certificated employees

[35208](#) Liability insurance

[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

[22156](#) Medicare coverage for school District employees

[22751-22883](#) Public Employees' Medical and Hospital Care Act

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

#### HEALTH AND SAFETY CODE

[1366.20-1366.28](#) Cal-COBRA program, health insurance

[1373.621](#) Continuation coverage, age 60 or older after five years with District

#### INSURANCE CODE

10116.5 Continuation coverage, age 60 or older after five years with District

10128.50-10128.58 Cal-COBRA program, disability insurance

#### UNEMPLOYMENT INSURANCE CODE

# Salinas Union High School District

Management Personnel

Policy #4354/4454

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## **HEALTH AND WELFARE BENEFITS**

2613 Education program; notice of rights and benefits

UNITED STATES CODE, TITLE 26

4980B Failure to satisfy continuation coverage

UNITED STATES CODE, TITLE 29

1161-1168 COBRA continuation coverage

UNITED STATES CODE, TITLE 42

1395-1395ggg Medicare benefits

Policy adopted: 11/24/81

Amended: 2/28/84

Amended: 5/14/85

Amended: 6/18/85

Code references revised: 3/31/89

Renumbered from 4344: 2/3/92

Reviewed and retained: 10/04