

Downey Unified School District

CERTIFICATED PERSONNEL

HEALTH AND WELFARE PROGRAMS

AR 4142

Scope

The District health and welfare program is established for those employees who make the District their regular place of employment and who receive their primary source of income from this employment, and for those former employees who have entered into early retirement from prior service with the District.

Purpose

1. To promote increased economy and efficiency in service to the District.
2. To attract and retain qualified employees by providing a variety of insurance plans commensurate with both the public and private sectors.
3. To give protection to the employee and the District by providing means of promoting and preserving good health among the District's employees.

Programs

All programs shall be approved by the Board of Education and may include such plans as hospital-medical, dental, life, and income protection insurance coverage.

Coverage Period

All approved plans shall be in effect from October 1 through September 30 of each calendar year. New or modified insurance plans may not be introduced for Board approval after September 1 unless this provision is waived by action of the Board of Education.

Eligibility

1. Any person employed by the District in a regular position for six hours per day or more will receive 100% of the District contribution as established by the Board of Education.
2. Any person employed by the District in a regular part-time position for less than six hours per day will receive a prorated District contribution as follows: two hours or less, 25%; four hours or less but more than two hours, 50%; less than six hours but more than four hours, 75%.
3. Unclassified and hourly personnel are not eligible for health and welfare benefits.

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HEALTH AND WELFARE PROGRAMS - continued

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Eligibility - continued

4. Early retirees are eligible for benefits in accordance with provisions cited in Board Policy.

Enrollment

Employees will be allowed to enroll once annually in the approved fringe benefits insurance plans. To enroll, employees must submit appropriate applications to the voluntary deductions office in Financial Services.

Contributions

The Board of Education shall contribute to the premium costs of each full-time employee, part-time employee, and retiree as defined under the eligibility section of these regulations. The exact amount of the District's contribution shall be determined annually.

Payroll Deductions

When the employee selects insurance benefit coverage that exceeds the District's contribution, a payroll deduction shall be authorized by the employee to cover the additional premium costs.

Approved: 9/4/75