






Summary of Benefits

CSEA/Full-Time Classified

***New hires have 30 days from date of hire to enroll in benefit plans, benefits start the first of the month following date of hire.**

<p>Health/Medical</p> 	<ul style="list-style-type: none"> - CalPERS is our health insurance (medical) provider. - CSEA Classified Employees pay a tiered amount towards the premium based on the following. The District pays remaining premium. \$35 per month (12 months) Employee only, \$40 per month (12 months) Employee + 1, \$45 per month (12 months) family. - To view Health Plans and other information, please visit: https://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates
<p>Dental</p> 	<ul style="list-style-type: none"> - Delta Dental is our dental insurance provider. - District covers 100% - Employee only, employee + 1, or family - PPO plan (to obtain a copy of the SCC policy, please contact HR) - \$2,700 annual maximum (in-network); \$2,500 annual maximum (out-of-network) - To find a Delta Dental provider, please visit: https://www1.deltadentalins.com/ - It is strongly recommended to set up an account to print cards, view benefits/claims. It will ask for "Enrollee ID." Enter your SSN.
<p>Life Insurance</p> 	<ul style="list-style-type: none"> - The Hartford is our group term life insurance provider. - District covers 100% - \$10,000 Basic Term Life & Accidental Death and Dismemberment (to obtain a copy of the SCC policy, please contact HR) - Benefit available to current/active employees only - Additional life insurance can be purchased directly through The Hartford (employee paid)
	<ul style="list-style-type: none"> - MHN is our EAP provider.

<p style="text-align: center;">Employment Assistance Program (EAP)</p> 	<ul style="list-style-type: none"> - District covers 100% - Available to all employees; 24 hours a day, 7 days a week. - Services are confidential and include, but are not limited to: <ul style="list-style-type: none"> ▪ Problem solving support for marriage, family, and relationship issues, problems in the workplace, stress, anxiety, grief ▪ Drug and alcohol abuse support ▪ Financial, legal guidance - Face-to-face, phone, or web meetings. - To log in and view services provided to you, please visit: www.members.mhn.com (company code – wise) - For a consultation, call 800-242-6220
<p style="text-align: center;">Additional Retirement Savings (Voluntary)</p>  	<ul style="list-style-type: none"> - Envoy Plan Services is a third-party company we use to help link our employees to a list of investment providers; company works with the payroll department to set up employee contributions directly from paycheck - 403(b) TSA plans - To find a list of investment providers and to access forms, please visit: https://envoy.tsacg.com/ - Select your employer at the top, then you will see the list of authorized investment providers; scroll down to the bottom for forms - You can also visit www.envoyplanservices.com (click on Client Resource Center) - Forms can be filled out online - CalPERS offers a 457 plan - For more information, please visit: https://www.calpers.ca.gov/page/active-members/retirement-benefits/deferred-compensation - Contribution limits are adjusted by the IRS annually. Please contact HR or Payroll for the current limits.
<p style="text-align: center;">Other Voluntary Options</p> 	<ul style="list-style-type: none"> - American Fidelity is our assurance company provider. - Flexible spending accounts (Section 125 plans) – allows you to deduct the cost of eligible benefits from gross earnings before taxes. - Short-term and long-term disability insurance – SCC employees do not pay into state disability - Other insurance options available - SCC has an American Fidelity representative - If interested in any insurance options provided by American Fidelity, please let HR know and we will ask our rep to contact you.
<p style="text-align: center;">Paid Leave</p>	<ul style="list-style-type: none"> - CSEA Classified earn 8 hours of sick leave per month (Unused sick leave rolls over each year.)

- CSEA Classified earn **8 hours of emergency leave** per year; 8 hours accrued at beginning of academic year (July)
(Unused emergency leave does not roll over.)
- **Vacation accruals**

Full-Time Employees (12-month/8 hours/day)	Days Accrued	Monthly Accrual
1 month through 9 years	15 days	10.00 hours
10 years through 14 years	20 days	13.34 hours
15 years & above	25 days	16.67 hours