

Important Information

Benefits Start Employees hired between the 1st and the 15th of the month benefits begin on the first day of the following month.
Employees hired between the 16th and the end of the month benefits begin on the first of the month following a 30-day waiting period.
The hire date is the FIRST day of PAID duty.
For example:

<u>Hire Date</u>	<u>Benefits Start</u>
8/21/08	10/1/08
9/16/08	11/1/08

Duration of Benefits Employees who work less than 12 months and who qualify by completing their work year will receive benefits through August 31 of the following year. (i.e., 09/1/08 through 8/31/2009).

Double Deductions Part time employees who participate in benefits will have a double deduction taken in June to pay their share of the benefit premiums for August.

Open Enrollment Held annually for medical plans and cash back in lieu program only from October 1 through October 30 with a January 1 effective date.
There is no annual open enrollment for dental, vision, or life insurance.

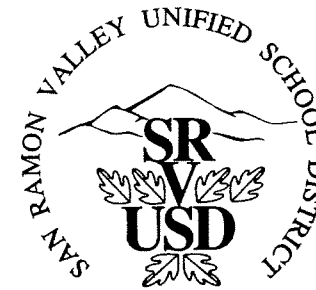
Adding Dependents New family members must be **added** to benefits **within 30-days of eligibility.**

Domestic Partner Available to continuing employees during Open Enrollment in October has a January effective date. Documentation of partnership is required.

Loss of Coverage Employees or dependents who sustain a change in family status resulting in the loss of health and welfare benefits should contact the Benefits Office within 30-days of loss to enroll in SRVUSD benefits. NOTE: Specific rules apply.

Benefits Office (925) 552-2913 achristiansen@srvusd.net or
(925) 552-5014 sswindell@srvusd.net

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT



2008-09 Benefits Program A Brief Summary

The District provides a comprehensive health program for benefits eligible employees. Employees who work a minimum of .5 FTE or 20 hours per week are eligible to participate in the benefits program. Coverage is also provided for a spouse and/or domestic partner and eligible dependents.

Cost of Benefits

- The District pays 100% of the Kaiser package for full time (40 hrs or 1.0 FTE) employees and their eligible dependents. Part-time employees whose assignment is half-time (.5 FTE or 20 hours per week) or more are eligible to participate in the benefits program. Part time employees pay their share of the monthly premium on a pro-rata basis through payroll deduction with tax free dollars.

Note: Employees who elect the Blue Shield PPO or the HMO Medical Package will have a monthly out-of-pocket contribution for their benefits package.

Dependents

- Eligible dependents are your spouse and/or unmarried children either 18 or under, full-time students and/or a dependent as defined by the Internal Revenue Service. At 18 years of age a Student Certification is required in order to remain on the benefits. Eligible dependents are covered until 25 years of age.

Health Care Options

Blue Shield PPO	Indemnity plan with choice of preferred or non-preferred providers.
Blue Shield HMO	Health Maintenance Organization with limited choice of hospitals and use of primary care physician.
Kaiser HMO	Health Maintenance Organization with its own hospitals and doctors.

Other Available Benefits

Delta Dental	Incentive dental plan increasing from 70%, 80%, 90% and 100%, respectively during second, third and fourth year.
Vision Service	Prepaid vision plan requiring use of panel providers.
Life Insurance	\$100,000 Group term life insurance plan.
Employee Assistance Plan	Professional counseling services for personal, family and work concerns. Three (3) free visits per incident.

Cash Back In-Lieu of Medical Benefit

With proof of alternative medical coverage, employees may waive benefits and receive cash in lieu of benefits. The cash value of this option is \$350 per month for the 2009 benefit year for full time employees and pro-rated for eligible part-time employees. Employees electing this option may participate in the life insurance and may purchase dental and vision coverage.

Standard of Oregon

Long Term Disability Program for Management/Confidential Employees only.

Other available programs which require employee participation through payroll deductions are as follows:

Dependent and Supplemental Life Insurance
Tax Sheltered Annuity Program (403B)
Section 125 Flexible Spending Account
State Disability (SDI) - CSEA and SEIU employees only
Standard Salary Protection Program available to certificated staff only. Contact the SRVEA Office at (925) 838-9341 for enrollment information or Standard Insurance at 1(800) 522-0406.

Please refer to the Benefits Overview and the individual plan documents for detailed information about SRVUSD's health and welfare program or go to www.srvusd.net and click on Employment.

Benefit enrollment forms are included with the plan documents as part of the Employee Benefits Packet. In order to enroll in the benefit program, you must return the appropriate forms within thirty (30) calendar days from date of hire or eligibility based on additional hours. If you exceed the 30-day eligibility period, you automatically waive all coverage. Please return enrollment forms to the Benefits Office.