

Tulare County Office of Education

Tim A. Hire, County Superintendent of Schools

Employee Benefit Summary

This document provides a summary of benefits available to employees based on classification. Please refer to official plan documents or HR for full details.

Certificated Employees – Full-Time

Benefit	Coverage Details
Medical Insurance	Anthem Blue Cross – 100% Employer Paid
Dental Insurance	Delta Dental – 100% Employer Paid
Vision Insurance	VSP – 100% Employer Paid
Life Insurance	\$100,000 basic life
Retirement	CalSTRS - Classic – Employee/Employer Contributions - PEPRA – Employee Contributions
Leaves	Sick Leave 215-227 workdays: 12 days 200-214 workdays: 11 days 185-199 workdays: 10 days Personal Necessity Leave * 9 days (deducted from Sick Leave) 7 Personal Necessity 2 Discretionary Personal Necessity Personal Business Leave (No waiting period) 1 day Bereavement Leave 5 days (must be used within 3 months of date of death and used in full days) Vacation (Not Applicable) Holidays (Not Applicable)
Additional Benefits	- SISC No Cost Health Benefits - Voluntary Life Insurance - Employee Assistance Program (EAP) Wellness Resources - Life Keys/Travel Connect - Short Term/Long Term Disability – Employee Paid

**Personal Necessity and Discretionary Leave are deducted from your available Sick Leave balance; if you do not have sufficient Sick Leave available, you are not eligible to use these leave types.*