

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 Management Employees – Full-Time

Benefit	Coverage Details
Medical Insurance	Anthem Blue Cross – 100% Employee Paid
Dental Insurance	Delta Dental – 100% Employee Paid
Vision Insurance	VSP – 100% Employee Paid
Life Insurance	\$100,000 basic life
Retirement	CalSTRS • Classic – Employee/Employer Contributions • PEPR – Employee Contributions
Leaves	Sick Leave • 215-227 workdays: 12 days • 200-214 workdays: 11 days • 185-199 workdays: 10 days Personal Necessity Leave * • 8 days (deducted from Sick Leave) ○ 7 Personal Necessity ○ 1 Discretionary Personal Necessity Personal Business Leave (No waiting period) • 3 days 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.*