

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.

Confidential Management 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	CalPERS • Classic – Employee Contributions • PEPR – Employee Contributions
Leaves	Sick Leave • 227–245 workdays: 12 days • 206–226 workdays: 11 days • 185–205 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) • 2 days Bereavement Leave • 5 days (must be used within 3 months of date of death and used in full days) Vacation (6 month waiting period) • 1–3 years: 6.67 hrs./month (10 days) • 4–10 years: 10 hrs./month (15 days) • 11–14 years: 12 hrs./month (18 days) • 15+ years: 13.36 hrs./month (20 days) <i>(6 additional days added at the beginning of each school year)</i>

Tulare County
Office of Education

Tim A. Hire, County Superintendent of Schools

Employee Benefit Summary

	Holidays • 227–245 workdays: 15 paid holidays • 206–226 workdays: 14 paid holidays • 185–205 workdays: 13 paid holidays <i>(Fewer than 185 workdays: prorated)</i>
Additional Benefits	• SISC No Cost Health Benefits • Voluntary Life Insurance • Employee Assistance Program (EAP) Wellness Resources • Life Keys/Travel Connect • Short Term – Employee Paid • Long Term Disability – Employer 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.*