

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.

Early Childhood Education - Full-Time

Benefit	Coverage Details
Medical Insurance	Anthem Blue Cross – 100 % Employer Paid <i>(Additional plan options are available through shared Employer/Employee contributions)</i>
Dental Insurance	Delta Dental – 100% Employer Paid
Vision Insurance	VSP – 100% Employer Paid
Life Insurance	\$50,000 basic life
Retirement	CalPERS • Classic – Employee/Employer 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) 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) • 1 day per school year – For non-immediate family as defined in Collective Bargaining Agreement. Vacation (6 month waiting period) • 227-245 workdays: 10 days • 206-226 workdays: 9.17 days • 185-205 workdays: 8.33 days <i>(Center Employees – vacation added to pay calculation)</i>

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	Holidays • 227–245 workdays: 15 paid holidays • 206–226 workdays: 14 paid holidays • 185–205 workdays: 13 paid holidays <i>(Pro-rated for less than 185 workdays)</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.*