

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 – Part-Time

Benefit	Coverage Details
Medical Insurance	Bronze Plan – Employee Paid
Life Insurance	\$50,000 basic life
Retirement	CalPERS • Classic – Employee/Employer Contributions • PEPRA – 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. Holidays • 185–205 workdays: 13 paid holidays (Fewer than 185 workdays: prorated)
Additional 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.*