

CLASSIFIED (CSEA) EMPLOYEES, EFFECTIVE 10/1/12

Work Hours per Day	Health Plan	Dental	Vision	Life Insurance
1 hour through 2 hours	Not eligible	25% of Cap	25% of premium	Not eligible
More than 2 hours through 4 hours	Not eligible	50% of Cap	50% of premium	Not eligible
More than 4 hours through 6 hours	75% of Cap	75% of Cap	75% of premium	100% of premium if 6 hours per day
More than 6 hours	100% of Cap *	100% of Cap	100% of premium	100% of premium

CERTIFICATED (PFT) EMPLOYEES, EFFECTIVE 10/1/12

FTE	Health Plan	Dental	Vision	Life Insurance
Less than .5 FTE	Not eligible	FTE % of Cap	FTE % of premium	Not eligible
.5 FTE through less than .75 FTE	FTE % of Cap	FTE % of Cap	FTE % of premium	Not eligible
.75 FTE through less than 1.0 FTE	FTE % of Cap	FTE % of Cap	FTE % of premium	100% of premium
1.0 FTE	100% of Cap *	100% of Cap	100% of premium	100% of premium

MANAGEMENT, SUPERVISORY & CONFIDENTIAL EMPLOYEES, EFFECTIVE 10/1/12

Certificated FTE	Classified Work Hours per Day	Health Plan	Dental	Vision	Life Insurance
.125 to .25	1 hour through 2 hours	Not eligible	25% of Cap	25% of premium	Not eligible
.3 to .45	More than 2 hours and less than 4 hours	Not eligible	50% of Cap	50% of premium	Not eligible
.5	4 hours	50% of Cap	50% of Cap	50% of premium	Not eligible
.55 to .75	More than 4 hours through 6 hours	75% of Cap	75% of Cap	75% of premium	100% of premium if 6 hours per day
.8 to 1.0	More than 6 hours	100% of Cap*	100% of Cap	100% of premium	100% of premium

ADULT SCHOOL TEACHERS AND HOME TEACHERS (PFAE), EFFECTIVE 3/1/17

FTE (Regular)	Work Hours per Day (Supplemental)	Health Plan	Dental	Vision	Life Insurance
.125 to .45	Less than 4 hours	Not eligible	25% of Cap	25% of premium	Not eligible
.50	4 hours	50% of Cap	50% of Cap	50% of premium	Not eligible
.55 to .75	More than 4 hours through 6 hours	75% of Cap	75% of Cap	75% of premium	100% of premium if 6 hours per day
.8 to 1.0	More than 6 hours	100% of Cap *	100% of Cap	100% of premium	100% of premium

* Must enroll in a health plan if 1.0 FTE or more than 6 hours per day.

Certificated employees who work 1.0 FTE, adult school and home teachers who work 1.0 FTE or who work more than 6 hours per day, or classified employees who work more than 6 hours per day are required to participate in a health plan; participation in the dental and vision plans is optional and not a requirement.