



## **EMPLOYEE BENEFITS**

<b>PTO Accrual:</b>	<table border="0"> <thead> <tr> <th style="text-align: left;"><u>District Seniority</u></th> <th style="text-align: right;"><u>Annual Accrual Hours</u></th> </tr> </thead> <tbody> <tr> <td>First 3 Years</td> <td style="text-align: right;">176</td> </tr> <tr> <td>4 to 9 Years</td> <td style="text-align: right;">216</td> </tr> <tr> <td>10 to 14 Years</td> <td style="text-align: right;">256</td> </tr> <tr> <td>15 or More Years</td> <td style="text-align: right;">296</td> </tr> </tbody> </table>	<u>District Seniority</u>	<u>Annual Accrual Hours</u>	First 3 Years	176	4 to 9 Years	216	10 to 14 Years	256	15 or More Years	296
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<b>Holidays:</b>	13 days, which includes one floating day per year.										
<b>Medical</b>	Effective January 1, 2016, District pays lowest cost HMO plan premium for employees and 85% of lowest cost HMO plan premium for eligible dependents.										
<b>Dental Insurance:</b>	District pays premium cost for employees and 85% of premium for eligible dependents.										
<b>Vision Care:</b>	District pays premium cost for employees and 85% of premium for eligible dependents.										
<b>Employee Assistance Plan:</b>	District pays premium cost for employees and eligible dependents.										
<b>Life Insurance:</b>	\$20,000 basic life and accidental death and dismemberment insurance provided by the District.										
<b>Retirement:</b>	<ul style="list-style-type: none"> <li>• Public Employees Retirement System 2.0% at age 62 formula effective January 1, 2013 for “new” CalPERS members.</li> <li>• Highest three years of CalPERS employment</li> <li>• Retiree health insurance per CalPERS vesting schedule</li> <li>• District participates in Social Security/Medicare</li> </ul>										
<b>Deferred Comp Plan:</b>	457 deferred compensation plan is available.										