

Personnel

HEALTH AND WELFARE BENEFITS

**BP 4154
4254
4354**

The Governing Board recognizes that health and welfare benefits are essential to promote employee health and productivity and are an important part of the compensation offered to employees. The district shall provide health and welfare benefits for employees in accordance with state and federal law and subject to negotiated employee agreements.

(cf. 4140/4240/4340 - Bargaining Units)
(cf. 4141/4241 - Collective Bargaining Agreement)
(cf. 4151/4251/4351 - Employee Compensation)

Employees who are not in bargaining units shall receive health and welfare benefits as specified in Board policy and administrative regulation.

(cf. 4121 - Temporary/Substitute Personnel)

For purposes of granting benefits, a registered domestic partner and his/her child shall have the same rights, protections, and benefits as a spouse and spouse's child. (Family Code 297.5, 300)

The district shall offer full-time employees who work an average of 30 hours or more per week and their dependents up to age 26 years a health insurance plan that includes coverage for essential health benefits, pays at least 60 percent of the medical expenses covered under the terms of the plan, and meets all other requirements of the federal Patient Protection and Affordable Care Act.

With respect to eligibility to participate in the health benefits plan or the level of health benefits provided, the district shall not discriminate in favor of employees who are among the highest paid 25 percent of all district employees. (26 USC 105; 42 USC 300gg-16)

Continuation of Coverage

Retired certificated employees, other employees who would otherwise lose coverage due to a qualifying event specified in law and administrative regulation, and their qualified beneficiaries may continue to participate in the district's group health and welfare benefits in accordance with state and federal law.

Unless otherwise provided for in the applicable collective bargaining agreement, covered employees and their qualified beneficiaries may receive continuation

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coverage by paying the premiums, dues, and other charges, including any increases in premiums, dues, and costs incurred by the district in administering the program.

Confidentiality

The Superintendent or designee shall not use or disclose any employee's medical information the district possesses without the employee's authorization obtained in accordance with Civil Code 56.21, except for the purpose of administering and maintaining employee benefit plans and for other purposes specified in law. (Civil Code 56.20)

(cf. 4112.6/4212.6/4312.6 - Personnel Files)

Legal Reference:

EDUCATION CODE

7000-7008 - *Health and welfare benefits, retired certificated employees*
17566 - *Self-insurance fund*
35208 - *Liability insurance*
35214 - *Liability insurance (self-insurance)*
44041-44042 - *Payroll deductions for collection of premiums*
44986 - *Leave of absence, state disability benefits*
45136 - *Benefits for classified employees*

CIVIL CODE

56.10-56.16 - *Disclosure of information by medical providers*
56.20-56.245 - *Use and disclosure of medical information by employers*

FAMILY CODE

297-297.5 - *Rights, protections and benefits under law; registered domestic partners*

GOVERNMENT CODE

12940 - *Discrimination in employment*
22750-22944 - *Public Employees' Medical and Hospital Care Act*
53200-53210 - *Group insurance*

HEALTH AND SAFETY CODE

1366.20-1366.29 - *Cal-COBRA program, health insurance*
1367.08 - *Disclosure of fees and commissions paid related to health care service plan*
1373 - *Health services plan, coverage for dependent children who are full-time students*
1373.621 - *Continuation coverage, age 60 or older after five years with district*
1374.58 - *Coverage for registered domestic partners, health service plans and health insurers*

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INSURANCE CODE

10116.5 - Continuation coverage, age 60 or older after five years with district
10128.50-10128.59 - Cal-COBRA program, disability insurance
10277-10278 - Group and individual health insurance, coverage for dependent children

10604.5 - Annual disclosure of fees and commissions paid

12670-12692.5 - Conversion coverage

LABOR CODE

2800.2 - Notification of conversion and continuation coverage

4856 - Health benefits for spouse of peace officer killed in performance of duties

UNEMPLOYMENT INSURANCE CODE

2613 - Education program; notice of rights and benefits

UNITED STATES CODE, TITLE 1

7 - Definition of marriage, spouse

UNITED STATES CODE, TITLE 26

105 - Self-insured medical reimbursement plan; definition of highly compensated individual

4980B - COBRA continuation coverage

4980H - Penalty for noncompliance with employer-provided health care requirements

5000A - Minimum essential coverage

6056 - Report of health coverage provided to employees

UNITED STATES CODE, TITLE 29

1161-1168 - COBRA continuation coverage

UNITED STATES CODE, TITLE 42

300gg-300gg95 - Patient Protection and Affordable Care Act, especially:

300gg-16 - Group health plan; nondiscrimination in favor of highly compensated individuals

1395-1395g - Medicare benefits

CODE OF FEDERAL REGULATIONS, TITLE 26

54.4980B-1-54.4980B-10 - COBRA continuation coverage

54.4980H-1-54.4980H-6 - Patient Protection and Affordable Care Act

1.105-11 - Self-insured medical reimbursement plan

CODE OF FEDERAL REGULATIONS, TITLE 45

164.500-164.534 - Health Insurance Portability and Accountability Act (HIPAA)

Management Resources:

CALIFORNIA SCHOOL BOARDS ASSOCIATION PUBLICATIONS

Health Policy: Implications of Covered California for School Boards, Districts and Personnel, Governance Brief, January 2013

INTERNAL REVENUE SERVICE NOTICES

2011-1 - Affordable Care Act Nondiscrimination Provisions Applicable to Insured Group Health Plans

U.S. DEPARTMENT OF TREASURY PUBLICATIONS

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Fact Sheet: Final Regulations Implementing Employer Shared Responsibility under the Affordable Care Act (ACA) for 2015

WEB SITES

CSBA: <http://www.csba.org>

California Employment Development Department: <http://www.edd.ca.gov>

Internal Revenue Service: <http://www.irs.gov>

U.S. Department of Health and Human Services, Centers for Medicare and Medicaid Services: <http://www.cms.gov>

U.S. Department of Labor: <http://www.dol.gov>

Policy

Adopted: June 26, 2014

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PASADENA UNIFIED SCHOOL DISTRICT

Pasadena, California