



Summary of Benefits

Local 39/Full-Time Classified

**New hires have 30 days from date of hire to enroll in benefit plans, benefits start the first of the month following date of hire.*

<p>Health/Medical</p> 	<ul style="list-style-type: none"> - CalPERS is our health insurance (medical) provider. - Local 39 Classified Employees pay \$45 per month (12 month) toward premium. District pays remaining premium. - Employee only, employee +1 or family. <p>To view Health Plans and other information, please visit: https://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates</p>
<p>Dental</p> 	<ul style="list-style-type: none"> - Delta Dental is our dental insurance provider. - District covers 100% - Employee only, employee + 1, or family - PPO plan (to obtain a copy of the SCC policy, please contact HR) - \$2,700 annual maximum (in-network); \$2,500 annual maximum (out-of-network) <p>To find a Delta Dental provider, please visit: https://www1.deltadentalins.com/</p> <ul style="list-style-type: none"> - It is strongly recommended to set up an account to print cards, view benefits/claims. It will ask for "Enrollee ID." Enter your SSN.
<p>Vision</p> 	<ul style="list-style-type: none"> - VSP is our vision insurance provider. - District covers 100% - Employee only, employee + 1, or family - To find an eye care provider, please visit: https://www.vsp.com/ - It is strongly recommended to set up an account to view benefits/claims and other eye care information. - At your appointment, there is no ID card necessary. Tell them you have VSP and give them your SSN. Dependents are covered under your name.
<p>Life Insurance</p> 	<ul style="list-style-type: none"> - The Hartford is our group term life insurance provider. - District covers 100% - \$10,000 Basic Term Life & Accidental Death and Dismemberment (to obtain a copy of the SCC policy, please contact HR) - Benefit available to current/active employees only - Additional life insurance can be purchased directly through The Hartford (employee paid)

Employment Assistance Program (EAP)



- **Optum** is our EAP provider.
- District covers 100%
- Available to all employees; 24 hours a day, 7 days a week.
- Services are confidential and include, but are not limited to:
 - Face to Face Counseling & Virtual Visits
 - Self Care - On demand help for stress, anxiety, and depression
 - Work Life Services
 - Financial, Legal & ID Theft Services
- To log in and view services provided to you, please visit: www.liveandworkwell.com (company code – wise)
- 24/7/365 access to support **1-866-248-4096**

Additional Retirement Savings (Voluntary)



- **Envoy Plan Services** is a third-party company we use to help link our employees to a list of investment providers; company works with the payroll department to set up employee contributions directly from paycheck
- **403(b) TSA** plans
- **To find a list of investment providers and to access forms, please visit:** <https://envoy.tsacg.com/>
- Select your employer at the top, then you will see the list of authorized investment providers; scroll down to the bottom for forms
- You can also visit www.envoyplanservices.com (click on Client Resource Center)
- Forms can be filled out online

- CalPERS offers a **457 plan**
- For more information, please visit: <https://www.calpers.ca.gov/page/active-members/retirement-benefits/deferred-compensation>

- Contribution limits are adjusted by the IRS annually. Please contact HR or Payroll for the current limits.

Other Voluntary Options



- **American Fidelity** is our assurance company provider.
- Flexible spending accounts (**Section 125 plans**) – allows you to deduct the cost of eligible benefits from gross earnings before taxes.
- Short-term and long-term **disability insurance** – SCC employees **do not** pay into state disability
- Other insurance options available
- SCC has an American Fidelity representative
- **If interested in any insurance options provided by American Fidelity, please let HR know and we will ask our rep to contact you.**

Paid Leave

- Local 39 Classified earn **8 hours of sick leave** per month (Unused sick leave rolls over each year.)
- Local 39 Classified earn **8 hours of emergency leave** per year; 8 hours accrued at beginning of academic year (July) (Unused emergency leave does not roll over.)
- **Vacation accruals**

Full-Time Employees (12-month/8 hours/day)	Days Accrued	Monthly Accrual
1 month through 9 years	15 days	10.00 hours
10 years through 14 years	20 days	13.34 hours
15 years & above	25 days	16.67 hours