



# Huntington Beach Union High School District Board Policies and Administrative Regulations

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## All Personnel

### Insurance/Health and Welfare Benefits

Health and welfare benefits for employees in certificated and classified bargaining units shall be governed by the provisions of negotiated employee contracts.

Health and welfare benefits for certificated/classified management/confidential employees shall be identical to those provisions covered in the negotiated employee contracts.

All employees shall be covered by job-related liability and indemnity insurance carried by the district. (Education Code 35208)

Health and welfare benefit coverage shall be provided through September 30 for all employees working a full school year (September - June). If an employee terminates during the school year, health and welfare benefit coverage shall terminate on the last day of the calendar month in which the employee terminates employment with the district.

### Hourly Certificated Staff in Evening High School, Adult School, and Home Teaching

Bereavement leave entitlement shall be applied to the consecutive calendar days beginning with the first day the employee must miss due to the bereavement but shall only result in pay for those following days, or portions thereof, which the employee was scheduled to work.

Health and welfare benefit plans approved by the governing board shall be governed by provisions of Government Code 53200 et seq.

### Continuance of Health Insurance Program for Retiree Employees

The district health insurance program (including dental care benefits) shall be made available to former certificated employees retired under a public retirement system and their spouses. The Superintendent shall maintain procedures for the designation of enrollment periods and insurance coverage rates for those individuals eligible under this policy electing to participate.

Insurance/Health and Welfare Benefits (continued)

Continuance of Health Insurance Program for Retired Employees (continued)

Retired certificated employees and their spouses electing to participate in the district health (and dental) insurance program shall be charged the full costs for benefits coverage.

Legal Reference:

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35208

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