

CLASSIFICATION: All Personnel**ADOPTED: 4/5/01****REVISED: 9/23/04****SUBJECT: Health and Welfare Benefits****PAGE: 1 of 2**

The County Superintendent of Schools employs individuals in various regular and temporary categories. This administrative regulation describes the employer-paid insurance benefits provided to employees by employment category and type. Insurance benefits include medical, dental, vision and life.

Regular Employees

Probationary or permanent teachers, classified support staff, confidential employees, and management employees are provided employer-paid medical, dental, vision and life insurance coverage as determined by the County Superintendent of Schools or pursuant to the provisions of the applicable collective bargaining agreement.

Temporary Employees

Designated categories of certificated employees in temporary status receive employer-paid medical, dental, vision and life insurance coverage, including dependent coverage, through plans as determined by the County Superintendent of Schools. Insurance benefits are provided during the term of employment in the qualifying temporary employment category. The categories of temporary certificated employees eligible for coverage described above are:

- Temporary Leave Replacement Teacher employed pursuant to Education Code section 44920
- Teacher Intern employed pursuant to Education Code sections 44326 and 44466
- Temporary Teacher employed pursuant to Education Code section 44909

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PAGE: 2 of 2

Designated categories of certificated employees in temporary status receive employer-paid medical coverage for the employee provided through plans determined by the County Superintendent of Schools. Insurance benefits are provided during the term of employment in the qualifying temporary employment category. The categories of temporary certificated employees eligible for medical coverage are:

- Temporary Teacher employed pursuant to Education Code sections 44918(d) and 45030 and who serve in substitute assignments designated by the County Superintendent of Schools as "Roving Substitutes"
- Temporary Teacher employed pursuant to Education Code section 1294.1
- Temporary Teacher employed pursuant to Education Code section 44917

Other Temporary Employees

All categories of certificated and classified employees employed in temporary status not designated above are not provided employer-paid insurance benefits and are not otherwise eligible to participate in San Diego County Office of Education benefit plans.

**Legal References: Government Code
3540 et seq., 53201, 53205**