BENEFITS SUMMARY

Employee/Dependent Medical: District pays base medical premium. Employee pays differential between base rate and cost of plan chosen. Choices include Kaiser HMO, Blue Cross California Care HMO, Blue Cross Prudent Buyer Classic PPO, and Blue Cross Prudent Buyer Advantage PPO.

Employee/Dependent Dental: Choice between Delta Dental PPO or Delta Dental HMO; fully paid by District.

Employee/Dependent Vision: VSP Signature plan; fully paid by District.

Life Insurance: Equal to 1 year’s salary up to $250,000 maximum; fully paid by District.

Employee Assistance Program: Confidential program available to employees and household members, providing professional services and referrals for personal issues; fully paid by District.

Public Employees Retirement System (CalPERS): CalPERS is a defined benefit retirement plan that includes a lifetime benefit determined by a set formula (years of service, age at retirement, and final compensation). Employees hired after 1-1-13 are subject to the Public Employees’ Pension Reform Act (PEPRA):

• “New members” are enrolled in the 2% at age 62 formula. District and employees share normal cost (currently 12.5%). Employees pay 6.75%.
• “Classic members” are enrolled in the 3% at 60 formula. Employees pay 8% of employee share.

Long-Term Disability Insurance: District-paid coverage provides for 67% of income (including employee-paid state disability insurance) after 30-days of disability.

Fitness Facilities: On site fitness facilities with weights and exercise equipment.

Certification Reimbursement: For required certifications the District will reimburse the cost of exams and continuing education credits, upon successful completion of the requirement.

Vacation Earned:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Hours per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3</td>
<td>80 hours</td>
</tr>
<tr>
<td>4-5</td>
<td>96 hours</td>
</tr>
<tr>
<td>6-10</td>
<td>120 hours</td>
</tr>
<tr>
<td>11-15</td>
<td>160 hours</td>
</tr>
<tr>
<td>16+</td>
<td>176 hours</td>
</tr>
</tbody>
</table>

Sick Days Earned: 8 hours per month

Holidays: 9 days per year fixed holidays, 3 days per year floating holidays
**Education Reimbursement**: Up to $2500 per year, limited to available budget.

**Computer Loan Program**: District loans are available in order to purchase a computer or upgrade a current system, up to the loan limit.

**457 Deferred Compensation Plan**: Voluntary plan; matching contribution* up to $2,000 per year. Employees can choose between Voya and CalPERS.

*Available only to employees who have passed their introductory period.