

**Superintendent Policy
SP 4144.2
Personnel**

GROUP HEALTH BENEFITS-RETIREEES/ON LEAVE

It shall be the policy of the Santa Cruz County Board of Education to make available the following group health options to Santa Cruz County Office of Education staff members:

1. Retirement

Retirees or surviving spouses may be enrolled in health and welfare benefits, **vision**, or dental care benefits identical to the coverage provided under the plan(s) to similarly situated employees or family members. Any person who elects to be covered by these plans shall be required to pay all premiums, dues, and other charges including any increases in the rate of premiums or dues for these persons and prorated costs incurred by the county superintendent of schools in administering the plan(s).

2. Leave of Absence (Paid)

- a. Individuals on regular leave of absence and who are on partial pay at less than fifty (50) percent full salary may continue to pay their own group health and welfare insurance premiums for the duration of the approved leave.
- b. Individuals on sabbatical leaves and who are paid fifty (50) percent or more of full salary will continue to receive all group health and welfare benefits paid by the County Office of Education.

3. Leave of Absence (Unpaid)

Individuals who are on an unpaid leave of absence may continue group health and welfare benefits at their own expense for the duration of the approved leave.

4. Other Separations From Service

Persons leaving the service of the County Office of Education for reasons other than retirement may elect to enroll in continuation coverage as specified by law if the termination of employment was for reasons other than gross misconduct on the part of the employee.

LEGAL REFERENCE:

EDUCATION CODE

1042(a): Duties and Responsibilities

GOVERNMENT CODE

53205-53205.1: Group Insurance

Adopted: 8/19/1999

Revised: 12/14/2020

Approved

f. S. W. Q.

12/14/2020