

LA PUENTE VALLEY REGIONAL OCCUPATIONAL PROGRAM

JOINT BOARD POLICIES

III.

Board Policies Covering Classified Employees

HEALTH AND WELFARE BENEFITS

First Reading 11-03-92
Adopted 12-07-92
Revised 12-18-01
Revised 09-03-02
Revised 01-17-06

BP 6207

The ROP may contribute up to a maximum of 100% of premiums per year depending on health care plan selected for each eligible classified employee and the classified employee's eligible dependents as defined under current health, dental and vision insurance policies. An eligible classified employee is one who has been assigned twenty (20) or more hours per week on a regular basis and who is probationary or permanent.

The ROP will purchase term life insurance for each eligible classified employee in the amount stipulated in the administrative regulations for this policy (6207AR) for his/her title. An eligible classified employee is one who is assigned twenty (20) or more hours per week on a regular basis and who is probationary or permanent.

To the extent that benefits are granted to spouses of employees, domestic partners registered in accordance with Family Code 297 shall have the same benefits.

The superintendent or designee shall maintain the confidentiality of employee health records in accordance with law.

Retired employees and other qualified persons may continue to participate in the ROP group health and welfare benefit plan, dental care benefit plan, and vision care benefit plan in accordance with state and federal law.

To receive continuation coverage under this program, covered employees and qualified beneficiaries shall pay the premiums, dues and other charges, including any increases in premiums or dues, and costs incurred by the ROP in administering this program.

Legal Reference:

EDUCATION CODE

7000-7008 Health and welfare benefits, retired certificated employees

35208 Liability insurance

35214 Liability insurance (self-insurance)

44041 Deductions in salary payment as requested by employee

44042 Payroll deduction for collection of insurance premium

44986 Leave of absence for disability allowance applicant

FAMILY CODE

297.5 Rights, protections and benefits under law

GOVERNMENT CODE

22750-22944 Public Employees' Medical and Hospital Care Act, especially:

22931 Application of education code provisions relating to inclusion of certain retirees in local health and welfare benefit plans
53200-53210 Group insurance
HEALTH AND SAFETY CODE
1366.20-1366.28 Cal-COBRA program, health insurance
INSURANCE CODE
10128.50-10128.58 Cal-COBRA program, disability insurance
LABOR CODE
2120-2200 Health Insurance Act of 2003
UNEMPLOYMENT INSURANCE CODE
2613 Education program; notice of rights and benefits
UNITED STATES CODE, TITLE 26
4980B Failure to satisfy continuation coverage
UNITED STATES CODE, TITLE 29
1161-1168 COBRA continuation coverage
UNITED STATES CODE, TITLE 42
1395-1395g Medicare benefits
CODE OF FEDERAL REGULATIONS, TITLE 45
164.500-164.534 Health Insurance Portability and Accountability Act (HIPAA)