



BENEFITS SUMMARY

Below is a brief description of our full-time team member benefits.

Vacation	Team members accrue vacation time at the beginning of each month following the date of hire <ul style="list-style-type: none"> - 10 days for 0-4 years of service - 15 days for 5-9 years of service - 20 days for 10 plus years of service
Sick Leave	Team members accrue 1 day of sick leave at the beginning of each month following the date of hire
Holidays	13 designated holidays per year (includes one floating holiday to be taken during the month of your birthday.)
Management Leave	96 hours allotted each year on July 1 st (For exempt team members only; prorated based on date of hire)
Health Insurance	Eligible for benefits the 1 st day of the month following 3 months of service. Benefits: <ul style="list-style-type: none"> - BlueCross of California PPO or HMO - Fully paid premiums for team members and dependents.
Dental Insurance	Eligible for benefits the 1 st day of the month following 3 months of service. Benefits: <ul style="list-style-type: none"> - MetLife Dental - Fully paid premiums for team members and dependents.
Vision Insurance	Eligible for benefits the 1 st day of the month following 3 months of service. Benefits: <ul style="list-style-type: none"> - VSP - Fully paid premiums for team members and dependents.
Life Insurance & Accidental Death & Dismemberment	Eligible for benefits the 1 st day of the month following 3 months of service. Benefits: <ul style="list-style-type: none"> - MetLife Group Term Life Insurance - Fully paid premiums for \$25,000 of coverage for life and AD&D for team members - Additional voluntary life insurance for the team member and dependents - Benefits reduce to 65% of the amount at age 65 and 50% at age 70
Retirement	Upon eligibility, we contribute a percentage of the team member's annual gross wages into a private retirement fund. Team members are eligible for participation after 6 months of service. Entry into the plan is Jan. 1 or July 1 after eligibility requirements are met. The contribution percentage is determined by the Board each year. For the last 14 years, the District has contributed 10% of gross wages. We also offer a voluntary deferred compensation plan.
Education Reimbursement	Approved courses and programs may be approved for reimbursement up to a maximum of \$5,250 per calendar year.
Employee Assistance Program (EAP)	We provide access to an EAP for the team member and his/her family members.
Membership & Discounts	We offer free District membership for use at any District facility to team members and their immediate family members. We also offer discounts on programs, facility rentals and child care to team members and their family members.