The following current benefits are adopted by and may be changed by the Board of Directors. The Management group is not represented.

*Hired before 7/1/17: Fringe Benefit Allowance (FBA) is the greater of frozen 2017 allowance of $1,813.70 or post 1/1/2019 EE only, EE+1 or EE+ Family tier. (See Below)

Employee may use FBA to purchase additional Life Insurance.

*Hired after 7/1/17: Fringe Benefit Allowance (FBA) is based on Medical enrollment and is as follows:

EE Only -100% Kaiser rate, Dental, Vision ($931.45)
EE+1- 95% Kaiser Rate, Dental, Vision ($1,772.63)
EE+Family- 90% Kaiser rate, Dental, Vision ($2,202.49)

The following benefits may be covered under the FBA:

<table>
<thead>
<tr>
<th>MEDICAL INSURANCE</th>
<th>Medical insurance is administered through California Public Employees Retirement System (CalPERS) for the employee and eligible dependents including domestic partner benefits pursuant to the Public Employees Medical and Hospital Care Program requirements. <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>DENTAL INSURANCE</td>
<td>Dental insurance is administered through Delta Dental for the employee and eligible dependents including domestic partners. <a href="http://www.deltadentalins.com">www.deltadentalins.com</a></td>
</tr>
<tr>
<td>VISION INSURANCE</td>
<td>Vision insurance is administered through Vision Service Plan for the employee and eligible dependents including domestic partners. <a href="http://www.vsp.com">www.vsp.com</a></td>
</tr>
</tbody>
</table>

In addition, the District provides the following benefits:

<table>
<thead>
<tr>
<th>CAFETERIA PLAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIFE INSURANCE</td>
</tr>
<tr>
<td>LONG TERM DISABILITY (LTD)</td>
</tr>
<tr>
<td>STATE DISABILITY (SDI)</td>
</tr>
<tr>
<td>WORKER'S COMPENSATION</td>
</tr>
<tr>
<td>INSURANCE CONTINUATION</td>
</tr>
<tr>
<td>MONEY PURCHASE PENSION PLAN</td>
</tr>
</tbody>
</table>
### RETIREMENT
Employees are covered under the provisions of the California Public Employees Retirement System (CalPERS). The retirement formula is 2% at 55 and the employee contribution is 7% of salary. Employees hired after 01/01/2013 will be subject to the Public Employees’ Pension Reform Act of 2013 (PEPRA). www.calpers.ca.gov

### DEFERRED COMPENSATION
The District provides a 457 deferred compensation plan through MissionSquare Retirement (formerly known as ICMA-RC). Participation is optional. The maximum employee contribution is $20,500 for 2022 with an additional $6,500 catch-up for employees who are 50 years old or older. Employees can make pre-tax and/or Roth after-tax contributions. www.icmarc.org

### PAID LEAVE (ANNUAL, SICK, FLOATING HOLIDAY, ADMIN. LEAVE)
- **Annual Leave** - Accrue based on number of years of service starting at 3.69 hours per pay period. Annual accruals will cease when the annual leave balance exceeds 460 hours and will resume when the balance falls below 460 hours. Annual leave cash-out policy for any unused annual leave in excess of 200 hours per year up to a maximum of 40 hours per fiscal year.
- **Sick Leave** - Accrue at 3.69 hours per pay period. There is no limitation on sick leave accumulation.
- **Floating Holiday** - Accrue 72 hours of leave per fiscal year. Employees hired after July 1 of the current fiscal year will receive a prorated portion based on the remaining months for that fiscal year.
- **Management Leave** - (in lieu of overtime) Effective 7/1/13, 80 hours per fiscal year; any unused portion may be cashed out.

### HOLIDAYS
The District has 14 paid holidays.

### EMPLOYEE ASSISTANCE PROGRAM
The District provides an employee assistance program for the employee and the members of their household. This is a District paid program. www.magellanassist.com

### EDUCATIONAL REIMBURSEMENT
The District reimburses up to a maximum of $2,000 per fiscal year for job related educational pursuits and up to a maximum of $1,500 per fiscal year for skills enhancement pursuits. The District offers student loan repayment assistance in amounts up to $1,000 per year, per employee. The program is administered on a first-come, first-served basis.

### TRANSIT/CAR POOL SUBSIDY
District employees are eligible for a transit or carpool subsidy of up to $280 per month. Parking associated with a mass transit agency is eligible for the remaining transit subsidy and/or to be paid with pre-tax salary dollars up to the maximum monthly IRS transit subsidy and/or parking subsidy equivalent. In lieu of other transit subsidy, District employees who live more than 1.0 miles from their work location and walk or bicycle to work are eligible for up to $3 per day ($1.50 per one-way trip).

### VEHICLE ALLOWANCE
Senior Management Employees only--$500 per month vehicle allowance in lieu of a District assigned vehicle and transit/carpool subsidy. Requires insurance coverage.

### DEPENDENT CARE ASSISTANCE PLAN (DCAP)
The District provides a dependent care assistance program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for dependent care. Plan year maximum is $5,000 per household. Participation is optional. www.padmin.com

### MEDICAL CARE REIMBURSEMENT ACCOUNT (MCRA)
The District provides a medical care reimbursement program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for medical care. Plan year maximum is $2,850. Participation is optional. www.padmin.com

For complete details regarding these benefits, please refer to the Administrative Code and plan documents.