

**Personnel**

**Health and Welfare Benefits**

The district shall provide health and welfare benefits for certificated and classified employees in bargaining units in accordance with state and federal law and subject to negotiated employee agreements.

Certificated management, supervisory and confidential employees who are not in bargaining units shall receive the same health and welfare benefits as those specified in the collective bargaining agreement for certificated employees. Classified management, supervisory and confidential employees who are not in bargaining units shall receive the same health and welfare benefits as those specified in the collective bargaining agreement for classified employees, though the share of cost may differ .

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. (Family Code [297.5](#))

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

Legal Reference:

EDUCATION CODE

[7000-7008](#) Health and welfare benefits, retired certificated employees

[35208](#) Liability insurance

[35214](#) Liability insurance (self-insurance)

[44041-44042](#) Payroll deductions for collection of premiums

[44986](#) Leave of absence, state disability benefits

[45136](#) Benefits for classified employees

FAMILY CODE

[297-297.5](#) Rights, protections and benefits under law; registered domestic partners

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

[1366.20-1366.29](#) Cal-COBRA program, health insurance

[1373.621](#) Continuation coverage, age 60 or older after five years with district

[1374.58](#) Coverage for registered domestic partners, health service plans and health insurers

INSURANCE CODE

[10116.5](#) Continuation coverage, age 60 or older after five years with district

[10128.50-10128.59](#) Cal-COBRA program, disability insurance

[12670-12692.5](#) Conversion coverage

LABOR CODE

[2800.2](#) Notification of conversion and continuation coverage

UNEMPLOYMENT INSURANCE CODE

[2613](#) Education program; notice of rights and benefits

UNITED STATES CODE, TITLE 26

4980B COBRA 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 26

54.4980B-1-54.4980B-10 COBRA continuation coverage

CODE OF FEDERAL REGULATIONS, TITLE 45

[164.500-164.534](#) Health Insurance Portability and Accountability Act (HIPAA)