

Benefit Eligibility

Regular Employees

SCOE offers the following benefit plans to permanent employees who work at least 20 hours per week: medical through Kaiser or Blue Shield, dental through Delta Dental, vision through Vision Service Plan, long-term disability, deferred compensation (optional), prepaid legal services (optional), identity theft prevention program (optional), and a retirement pension. In addition, group life insurance is offered to some employee groups.

Permanent employees who work at least 17 hours per week may participate in Kaiser's medical plan. Employees who work less than 17 hours per week are only eligible to participate in the optional deferred compensation programs.

New hires are automatically enrolled in the long-term disability plan, \$1000 group accidental death insurance, and pension plan if they are working the minimum hours for eligibility. Employees must enroll in the medical, dental, vision, and/or group life insurance plans (if offered to their employee unit) within the first 30 days of employment. If an employee does not enroll in a medical plan or group life insurance within the first 30 days of employment, s/he will have other opportunities to enroll during subsequent annual open enrollment periods. There is no open enrollment for the dental or vision plans.

A permanent employee may enroll in the following plans at any time: pre-paid legal services, identity theft prevention, and any of the deferred compensation plans.

Limited-Term Employees

Limited-term employees are classified employees hired to cover the assignment of an employee on leave or complete an assignment lasting less than six months. Regular employees who are serving in limited-term appointments while retaining regular status in another class continue to earn and be granted all rights and benefits of a regular employee.

All other limited-term employees are offered only those benefits provided by law, such as paid holidays and bereavement leave. No seniority or credit toward completion of probation or any other benefits accrue from service in a limited-term appointment. Employees in limited-term appointments do not accrue sick leave or vacation.

Substitutes

Substitute employees are eligible to participate in optional deferred compensation programs only.