

INFORMATION CIRCULAR NO. 501

Office of the Superintendent

SAN DIEGO CITY SCHOOLS

Date: August 24, 2005

To: All Employees in Paid Status in Monthly Salaried Positions

Subject: CONTRACT CHANGES TO EMPLOYEE HEALTH AND WELFARE BENEFITS

Department and/or Persons Concerned: All Employees in Paid Status in Monthly Salaried Positions.

Reference: Memoranda of Understanding between San Diego Unified School District and Bargaining Groups and Employee Contracts

Brief Explanation:

In 2004 changes were negotiated between the district and bargaining groups relating to district-paid health benefits. It is important that employees are reminded of changes in eligibility for district-paid health benefits. Changes were made to the effective dates of coverage for new employees and coverage for employees leaving the district.

EFFECTIVE DATE OF COVERAGE

Employees hired between the 1st and the 15th of the month will become eligible for health benefits effective on the first day of the month following the first day of paid service in a monthly salaried position of half-time or more (e.g., a unit member starting on August 10th, would become eligible for benefits September 1st).

Employees hired after the 15th of the month will become eligible for health benefits effective on the first day of the second full month of paid service in a monthly salaried position of half-time or more (e.g., a unit member starting on August 26th, would become eligible for benefits on October 1st).

TERMINATION OF COVERAGE

Employees with district-paid benefits will have coverage continue through the end of the month in which the last day in paid status occurs when separating from the district or initiating an unpaid, long-term leave of absence (e.g., if an employee's last day of paid status is June 14th, coverage will end June 30th).

An SDEA temporary contract unit member having established eligibility for district-paid benefits will have coverage continue for the balance of the month in which the last day in paid status occurs. The unit member has the option to self fund benefits through COBRA until a new employment contract is signed.

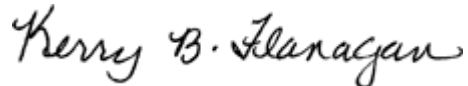
EXCEPTION

Unit members who are subject to layoff will receive health benefits according to terms of the current contract.

Questions regarding this circular may be directed to Willy Surbrook, Director Labor Relations, at (619) 725-8171.

William R. Surbrook
Director Labor Relations

APPROVED:

A handwritten signature in cursive script that reads "Kerry B. Flanagan".

Kerry B. Flanagan
Chief of Staff

WRS:pt

Distribution: List G