

2024 SRVUSD Benefits At-a-Glance

All regular full-time (1.0 FTE) and part-time Bargaining Unit employees working a minimum of .5 FTE or 20 hrs per week and their eligible dependents are eligible to enroll in SRVUSD Benefits (excludes noon-duty positions). Eligibility and Benefit details are found in the Annual Employee Benefits Guide or on the [SRVUSD Benefits website](#). Eligible employees have 30 calendar days from *start date* to enroll. Employees hired or newly eligible with a *start date* between the 1st and the 15th of the month, benefits become effective on the first day of the following month. Employees hired or newly eligible with a *start date* between the 16th and the 31st of the month, benefits become effective on the first day of the second month.

HEALTH / DENTAL / VISION BENEFITS

Kaiser Permanente HMO	No cost for 1.0 FTE employees. Part-time employees pay a pro-rated cost.
Kaiser High Deductible Plan	No cost for 1.0 FTE. Single enrollment receive \$80 HSA. Employee Plus One receive \$160 HSA. Part-time employees receive pro-rated HSA.
United Healthcare HMO	All participating employees pay portion of premium that exceeds Kaiser premium.
United Healthcare High Deductible Plan	No cost for 1.0 FTE employees. Part-time employees pay a pro-rated cost.. Single enrollment receive \$80 HSA. Employee Plus One receive \$160 HSA. Part-time employees receive pro-rated HSA.
Cash-in-Lieu of Medical	\$464 per month is provided for 1.0 FTE employees. Amount is pro-rated for part-time employees. Proof of other employer-provided, <i>group</i> coverage required to qualify.
Delta Dental PPO	No cost for 1.0 FTE employees. Part-time employees pay a pro-rated cost. Cash-in-Lieu recipients pay the full cost for this coverage.
VSP Vision	No cost for 1.0 FTE employees. Part-time employees pay a pro-rated cost. Cash-in-Lieu recipients pay the full cost for this coverage.
EAP (Employee Assistance Plan)	Coverage is provided at no cost to all benefits eligible employees.

LIFE INSURANCE

Basic Life & AD&D Insurance (50K)	Coverage is provided at no cost to all benefits eligible employees.
Additional Life/AD&D Insurance (50K)	This optional coverage is available at no cost upon enrollment to all 1.0 FTE employees. Part-time employees pay a pro-rated cost. Enrollment is available upon <i>initial benefits eligibility only</i> .
Dependent Life Insurance (5K)	This optional coverage is available to all benefits eligible employees at a cost of \$2 per month. Enrollment is available upon <i>initial benefits eligibility only</i> .

OTHER INFORMATION AND OPTIONS

Flexible Spending Account (FSA)	Health Care FSA and Dependent Care FSA available at initial enrollment and annually at Open Enrollment.
CA State Teacher Retirement System CalSTRS	Certificated Employees working a minimum of .5 FTE are typically enrolled in CalSTRS retirement system.
CA Public Employees Retirement System CalPERS	Classified Employees working a minimum of .5 FTE are typically enroll in CalPERS retirement system.
403(b) and 457 Supplemental Retirement Savings	403(b) and 457 tax-deferred, supplemental retirement savings plans, available through Envoy Plan Services (our third party administrator) are managed through payroll deduction. Information is available on the SRVUSD Benefits website.



Contact the Benefits Department for additional assistance.

Shannelle Sherrod	ssherrrod@srvusd.net	925-552-2913
Lina Capuyan	lcapuyan@srvusd.net	925-552-5014
Angelina Silva	asilva@srvusd.net	925-552-2929