



32 insurance may be possible. Employees must meet eligibility and payment requirements of the  
33 plan.

34 24.1.7 In lieu of District coverage for an individual's health insurance plan (for those with dual  
35 coverage) the District will provide during a ten-(10) month period an amount equal to one-  
36 half (1/2) the cost of an individual premium of the District's lowest-cost health plan for  
37 each member electing this option provided that:

38 (1) This option may be selected only during the open enrollment period for health  
39 insurance or at the time of initial employment.

40 (2) Requests to change to health insurance coverage from the cash option may be  
41 made only during the open enrollment period.

42 (3) Cash benefits provided under this plan must comply with Internal Revenue  
43 Service Section 125.

44 (4) Those choosing this option must submit evidence of coverage and sign a form  
45 provided by the Benefits Office in Fiscal Services.

46 (5) If this option is chosen, District paid medical insurance coverage will be canceled  
47 effective October 1 of the year of the election of this option and will be available again  
48 only at the next regular open enrollment period.

49 24.2 CSEA shall designate a representative to serve on the District Health Benefits Committee.

50 24.3 Medical/Dental Insurance for Retirees

51 Eligible retirees may elect to continue coverage under District-sponsored medical and dental  
52 plans on the same terms, including District-paid premium contributions, as coverage is offered to  
53 full-time employees of the District, through the month in which the retiree reaches age sixty-five  
54 (65).

55 In order to be eligible for this benefit, the retiree must meet the following criteria:

56 (1) Must have retired from District employment under the Public Employees'  
57 Retirement System (PERS), or the State Teachers' Retirement System (STRS).

58 (2) Must be at least fifty-five (55) years of age at the time of retirement.

59 (3) Must have completed at least fourteen (14) years of service with the District.



79

80 “Attendance occurrence(s)” means a day in which the employee calls out sick for one’s  
81 own personal health and well-being in accordance with the above chart.

82

83 "Scheduled workday" means a day on which the employee is scheduled to work. It does not  
84 include days when the employee is on scheduled or approved vacation, holiday, jury duty,  
85 bereavement leave, personal necessity leave, military leave, parental/child rearing leave,  
86 CFRA, kincare, industrial accident or injury leave, layoff or authorized leave of absence. The  
87 ~~\$800.00~~ cash incentive will be included in the employee's regular salary warrant.

88 24.7 Computer Loan Program

89 Eligible employees are all regular monthly employees with PCC for one year and eligible for  
90 benefits. The maximum loan amount is \$4,000. There can be only one loan outstanding. The  
91 initial loan must be repaid in full before a subsequent loan can be processed. The maximum  
92 repayment period is two (2) years. There is no interest charged for this loan. The repayment  
93 method is through payroll deduction. A promissory note must be executed by the employee prior  
94 to funds being released to the vendor.

