

**POWAY UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE PROCEDURE**

Originator: Assoc. Superintendent, PSS

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Reference: BP 4.116

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.4 MANAGEMENT PERSONNEL

4.404 EMPLOYEE BENEFITS

SECTION 4.404.1 Employee Benefits – Management

Annually, the Board of Education will establish the maximum annual District contribution for health and welfare benefits for all classifications of employees. Utilizing the established annual District contribution, employees shall purchase a District provided health insurance package through one of the selected District carriers.

Basic Health Insurance Package

The basic health insurance packages shall include medical, dental, vision, and life insurance coverage. Employees may also elect to purchase dependent coverage at group rates.

Discretionary Funds

Funds remaining from the annual District contribution subsequent to purchase of one of the basic insurance packages shall be considered discretionary funds. These funds are to be used for dependent medical coverage, additional life insurance for employee and/or dependents, or tax sheltered annuity.