

# CITRUS COMMUNITY COLLEGE DISTRICT BOARD POLICY

P-4150  
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## INSURANCE BENEFITS

The District will contribute an amount of insurance fringe benefits, as determined by the Board of Trustees from year-to-year. The employee may apply the amount allowed toward the cost of any insurance plan which is available through payroll deduction. Regularly employed full time employees, as determined by District policy, shall be paid full benefits. The District will pay a proportionate share for those employees regularly employed working more than 60 percent of a normal load for the full academic year. Part-time hourly employees working on a semester contract basis will not be eligible for insurance benefits.

Instructors who complete their load by teaching night classes at the request of the District will be considered as full time employees.

(Instructors who teach evening classes for overtime work and those instructors whose day contract is more than 60 percent but less than full time, and whose evening classes are based on the evening salary schedule, receive the District's contribution only for the portion of the regular day contract.)

The portion of the premium to be paid by the enrolled employee shall be the cost of the coverage under the District Plan less the amount of District contribution, if any. Payment of this portion shall be made by payroll deduction.

Employees on sabbatical leave shall be entitled to the same benefits.

The level of contributions on behalf of an employee for health and welfare benefits shall be maintained whenever the employee's load is reduced beyond that for which the original contribution was determined at the pleasure of the district. If the employee requests a reduction in his/her load, the District's contribution for health and welfare benefits will be reduced in accordance with policy.

Adopted ..... 8/1/66  
Revised..... 12/14/76

Reference

Educational Code 13009  
Internal Revenue Code 403B