

LODI UNIFIED SCHOOL DISTRICT

**Policy 4154.1**  
**4254.1**  
**4354.1**

**Personnel**

**Health and Welfare Benefits**

The District shall provide health and welfare benefits for certificated and classified employees in bargaining units in accordance with negotiated employee agreements.

Benefits for employees who are not in bargaining units shall be the same or as specified in each employee group agreement.

The Superintendent or designee shall advise all employees of their rights and responsibilities related to continuing their health insurance benefits when their eligibility changes.

The Superintendent or designee shall maintain confidentiality of employee health records in accordance with the Health Insurance Portability and Accountability Act and records pertaining to individual employee's use of family care and medical leave.

- Legal References:
- EDUCATION CODE
  - 7000-7008 Health and welfare benefits retired certificated employees
  - 35208 Liability insurance
  - 35214 Liability insurance (self-insurance)
  - 44041-44042 Payroll deductions for collection of premiums
  - 44986 Leave of absence for disability allowance applicant
  - 45136 Benefits for classified employees
  - FAMILY CODE
  - 297-297.5 Rights, protections and benefits under law; registered domestic partners
  - GOVERNMENT CODE
  - 22750-22944 Public Employees' Medical and Hospital Care Act, especially:
  - 22931 Application of education code provisions relating to inclusion of certain retirees in local health and welfare benefit plans
  - 53200-53210 Group insurance

HEALTH AND SAFETY CODE

1366.20-1366.28 Cal-COBRA program, health insurance

1373.621 Continuation coverage, age 60 or older after  
five years with district

INSURANCE CODE

10116.5 Continuation coverage, age 60 or older after five  
years with district

10128.50-10128.58 Cal-COBRA program, disability  
insurance

LABOR CODE

2120-2200 Health Insurance Act of 2003

UNEMPLOYMENT INSURANCE CODE

2613 Education program; notice of rights and benefits

UNITED STATES CODE, TITLE 26

4980B Failure to satisfy continuation coverage

UNITED STATES CODE, TITLE 29

1161-1168 COBRA continuation coverage

UNITED STATES CODE, TITLE 42

1395-1395g Medicare benefits

CODE OF FEDERAL REGULATIONS, TITLE 45

164.500-164.534 Health Insurance Portability and  
Accountability Act (HIPAA)

Policy

adopted: 04/21/98

revised: 05/03/05

revised: 09/05/06 (technical revision)