

EXHIBIT A

Schools Risk and Insurance Management Group Health and Welfare Program  
 Program year beginning July 1, 2020

District: This information will vary per District, plans chosen, and any collective bargaining agreement provisions. SAMPLE LANGUAGE IS SHOWN BELOW FOR ILLUSTRATION PURPOSES ONLY

Blue Shield			Kaiser		SHP			WHA			Retirees		Delta	VSP	Hartford	EAP	Extras	
B1	B2	B3	K1	K2	S1	S2	S3	W1	W2	W3	U1	K3	ΔB	12/12/24 \$0	H1	E1		
Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		

Program Year: 2020-2021

Unions: This information is unique to each district

Live/Work Rule results: Employees and Dependents Must Live or Work Within the Insurance Carrier Defined Service Area. Please see Evidence of Coverage/Certificate of Coverage for Additional Details.

Eligibility for Blue Shield:

Active Employees: All Classified Employees Who Work an 8-Hour Day for 9, 10, 11 or 12 Months; All Management Employees Who Work a Full Annual Contract; All Certificated Employees and Charter School Employees Who Work a Full Teaching Load; All Bus Drivers Who Work a Full Bus Schedule; All Part-Time Employees Who Work a Minimum of 30.0 Hours per Week

Retirees: All Retirees Between Age 55 and Age 65 Retiring through CALSTRS with 10 Years of Service and All CALPERS Retirees with 5 Years of Classified Service Who Meet the Age and Years of Service Requirements Established by PERS. Must be Enrolled in Benefit at Time of Retirement

Eligibility for K/SHP/WHA:

Active Employees: All Out of Area Classified Employees Who Work an 8-Hour Day for 9, 10, 11 or 12 Months; All Out of Area Management Employees Who Work a Full Annual Contract; All Out of Area Certificated Employees and Charter School Employees Who Work a Full Teaching Load; All Out of Area Bus Drivers Who Work a Full Bus Schedule; All Out of Area Part-Time Employees Who Work a Minimum of 30.0 Hours per Week

Retirees: All Out of Area Retirees Between Age 55 and Age 65 Retiring through CALSTRS with 10 Years of Service and All CALPERS Retirees with 5 Years of Classified Service Who Meet the Age and Years of Service Requirements Established by PERS. Must be Enrolled in Benefit at Time of Retirement

Eligibility for Retirees Over 65: All Retirees Age 65 and Above Retiring through CALSTRS with 10 Years of Service and All CALPERS Retirees with 5 Years of Classified Service Who Meet the Age and Years of Service Requirements Established by PERS. Must be Enrolled in Benefit at Time of Retirement

Eligibility for Delta/VSP:

Active Employees: All Classified Employees Who Work an 8-Hour Day for 9, 10, 11 or 12 Months; All Management Employees Who Work a Full Annual Contract; All Certificated Employees and Charter School Employees Who Work a Full Teaching Load; All Bus Drivers Who Work a Full Bus Schedule; All Part-Time Employees Who Work a Minimum of 30.0 Hours per Week. Must be Enrolled in SRIMG Medical Plan to be Eligible.

Retirees: All Retirees Retiring through CALSTRS with 10 Years of Service and All CALPERS Retirees with 5 Years of Classified Service Who Meet the Years of Service Requirements Established by PERS. Must be Enrolled in Benefit at Time of Retirement

Eligibility for Hartford: All Classified Employees Who Work an 8-Hour Day for 9, 10, 11 or 12 Months; All Management Employees Who Work a Full Annual Contract; All Certificated Employees and Charter School Employees Who Work a Full Teaching Load; All Bus Drivers Who Work a Full Bus Schedule; All Part-Time Employees Who Work a Minimum of 30.0 Hours per Week

Eligibility for ComPsych: All Employees (no minimum hour/week requirement)

The Waiting Period for all Benefits Except the EAP is the First of the Month Following Date Employment. Participants in the EAP are Eligible on Date of Employment.