

2026-2027 BENEFITS AT A GLANCE



This summary provides a brief overview of the employee benefits provided to eligible employees, generally CSEA Unit members working a minimum of 20 hours per week for at least 32 weeks per fiscal Year, Full-time faculty members in a permanent contract position, and MSC employees employed at 100% are eligible for the benefits outlined in this overview for themselves and eligible dependents (pro-rata cost share may apply for those working less than 100%). Eligible dependents include your spouse or registered domestic partner (where applicable by state law) and children up to age 26.

BENEFIT	COVERAGE OPTIONS
MEDICAL	• Kaiser Permanente HMO: Most covered services are paid at 100% after the applicable copay. * • Anthem Blue Cross PPO: Plan pays 100% for most covered services after deductible of \$100 (individual)/\$300 (family). * <i>*In-network only</i>
DENTAL	• Delta Dental DPPO: Provides services for preventive, basic and major dental care with no plan maximum per year. Including a \$3,000 lifetime orthodontic maximum for adults and children and implant coverage up to \$2,000 annual maximum.
VISION	• VSP: Includes one routine eye exam every 12 months. One pair of eyeglass lenses or contact lenses (in lieu of glasses) is covered every 12 months. One pair of frames is also covered every 12 months, with a \$150 allowance.
FLEXIBLE SPENDING ACCOUNTS (FSA)	Enroll in the American Fidelity Flexible Spending Account to pay for health and dependent care expenses with tax-free dollars: • Healthcare FSA: Contribute up to \$3,400 per year through pre-tax payroll deductions for eligible medical, dental and vision expenses. • Dependent Care FSA: Contribute up to \$7,500 per year for eligible dependent care.

BENEFIT	COVERAGE OPTIONS
SAN JOSE EVERGREEN COMMUNITY COLLEGE-PAID BASIC LIFE AND AD&D INSURANCE	Lincoln Financial Basic Life: up to \$300,000. Lincoln Financial AD&D: up to \$300,000.
DISABILITY INSURANCE	Lincoln Financial LTD: Replaces part of your income (maximum \$5,000 per month)
SUPPLEMENTAL BENEFIT PLANS	Supplemental Life Insurance - Supplemental Life Insurance allows you to purchase additional life insurance to protect your family's financial security. Coverage is provided by Lincoln Financial and available for your spouse/domestic partner and/or child(ren).
NEW! VOLUNTARY PLANS	San Jose Evergreen College Community College is expanding your benefits options with the following voluntary coverages available through American Fidelity: Accident Insurance – Provides a cash benefit to help cover out-of-pocket expenses after an accidental injury. Hospital Indemnity Insurance – Pays a benefit for each day you or a covered family member is hospitalized. Cancer Insurance – Helps cover costs related to cancer diagnosis and treatment. Voluntary Life Insurance – Additional life insurance coverage for you and your eligible dependents, with flexible coverage amounts.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	The Anthem EAP through SISC provides no-cost, confidential counseling and support for a wide range of personal issues, such as stress and emotional health; substance abuse; parenting and child or elder care; financial coaching; legal consultation; and more. Provided by Anthem.
403 (B) RETIREMENT SAVINGS PLAN	Contact the District's Payroll Department for enrollment information and forms.
COMMUTER BENEFITS	Save money on commute expenses through IGOE—set aside up to \$340 per month pre-tax for public transportation and vanpool expenses and \$340 for parking expenses.
PAID TIME OFF	Paid time off for vacation and illness, jury duty, bereavement leave, and parental leave. Refer to your collective bargaining agreement/employee handbook for information on eligibility, accrual, and specific leaves available.
HOLIDAYS	Holidays: - New Year's Eve - New Year's Day - MLK Day - President's Day - Washington's Day - Native American Day - Cesar Chavez Day - Memorial Day - Juneteenth Day - Labor Day - Veteran's Day - Thanksgiving Day - Day After Thanksgiving - Christmas Eve - Christmas - Admissions Day - Diversity Holiday - Board Granted Holiday

BENEFIT	COVERAGE OPTIONS
	Independence Day
PERKS	Employees can take advantage of these programs and perks! Kaiser Permanente Resources - One Pass - Calm App - Headspace Care App - Health Classes - Online Wellness Tools - Personal Wellness Coaching Anthem Resources - Sydney Mobile App - Active and Fit 24/7 Nurseline - Free Generic Medications at no cost through Costco - Hinge Health - Building Healthy Families - Lark Diabetes Management - Blue Distinction+ - Maven SISC Resources - SISC Employee Assistance Program - Talkspace - Teladoc Lincoln Financial Resources - Wellness Path - TravelConnect - FuneralPrep - EmployeeConnect - Carum Health - Lantern Cancer Care - Vida Health - MDLive - Centivo Care - Midi Health - Well Theory

This Benefits at a Glance is an overview of benefits effective from October 1, 2026, through September 30, 2027, and does not provide a complete description of all benefit provisions. For more detailed information, please refer to your plan benefit booklets or summary plan descriptions (SPDs). The plan benefit booklets determine how all benefits are paid.