



SANTA CLARA COUNTY OFFICE OF EDUCATION BENEFITS AT A GLANCE



Santa Clara County Office of Education takes pride in offering a benefits program that provides flexibility for the diverse and changing needs of our employees. We provide eligible employees with valuable benefit options that are offered at little or no cost to employees who work 30 hours or more a week.

BENEFIT	COVERAGE OPTIONS
MEDICAL	<p>Kaiser HMO – Kaiser coverage requires all employees that enroll in one of the available plans to seek services through Kaiser providers only. Plans include an HMO plan, Deductible HMO plan, and High Deductible HMO plan.</p> <p>Anthem Blue Cross PPO – Coverage through Anthem Blue Cross allows you to see any provider within the Anthem Blue Cross network. Plans include a PPO plan, Deductible PPO plan, and High Deductible PPO plan.</p>
DENTAL	<p>Delta Dental Core Plan – Provides services for Preventive, Basic and Major dental care up to \$4,000, including a \$5,000 lifetime orthodontic maximum for adults and children.</p> <p>Delta Dental Economy Plan – Provides services for Preventive, Basic and Major dental care up to \$2,000 for In-Network providers and \$1,500 for Out-of-Network. Also includes a \$1,000 lifetime orthodontic maximum for adults and children.</p>
VISION	<p>VSP – Includes an annual eye exam every 12 months. Lenses and contact lenses (in lieu of glasses) are covered two pairs in any 24 consecutive months. Frames are also covered two pairs in any 24 consecutive months with \$300 allowance.</p>
MENTAL HEALTH & WELL-BEING	<p>Modern Health – A mental health & well-being platform that combines decades of research with technology to make access to care quick, personalized, and effective. Whether you're facing difficult life challenges or just looking to put your self-care first, Modern Health guides you to resources that can support you — including 1:1 coaching, therapy, meditations, courses, community sessions, and daily habits — all in one, easy-to-use platform.</p>

BENEFIT	COVERAGE OPTIONS
FERTILITY	<p><u>Carrot</u> - Starting a family can be a struggle. Carrot Fertility works with each member, listening to their needs, while helping to create a personalized plan to guide them through the process. Carrot is a global provider network with over 6,000+ clinics and agencies that work with the member to get the care they need that meets clinical and regulatory qualifications.</p>
BASIC LIFE, DISABILITY, & TRAVEL INSURANCE	<p><u>Basic Life and AD&D Insurance</u> - \$20,000 for SEIU & ACE/CTA, \$50,000 for Psychologist & Leadership Team.</p> <p><u>Disability Insurance</u> - STD & LTD is available to SEIU, Psychologists & Leadership Team. CTA has the option to purchase disability insurance through one of our approved vendors.</p> <p><u>Business Travel AD&D Life Insurance</u> - Protects you while traveling on assignment with authorization of the Santa Clara County Office of Education.</p> <p><u>Personal Accident Insurance</u> - All employees are covered with a basic \$1,000.00 policy at no cost.</p>
ADDITIONAL EMPLOYEE BENEFITS	<p><u>Value Added Programs</u> - The SISC Value Added benefits are offered through SISC to help you get and stay healthy.</p> <p><u>Health & Wellness - 'The Well'</u> – In coordination with the SCCOE's goal of being a premier service organization and providing quality support to districts, schools, students, and communities, the SCCOE is committed to the active process of developing the well-being of all employees.</p> <p><u>EAP</u> – Employee Assistance Program for employees and their household members.</p>
VOLUNTARY SUPPLEMENTAL DEDUCTIONS	<p>Supplemental Insurance: Disability, Life, Accident, Cancer, & Hospital</p> <p>Voluntary Plans: Tax Shelter Annuities (403b and 457 plan options) / Commuter Benefits / Flexible Spending Accounts (FSA - Health & Dependent Care)</p>

If you have additional questions, please contact benefits@sccoe.org or visit our website.



www.sccoe.org/benefits

This 2024-2025 Benefits at a Glance is an overview of benefits effective from October 1, 2024, through September 30, 2025, 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.