

CHWD's comprehensive benefits package includes:

- **Flexible 4/40 Work Schedule:** The District observes a 4/40 work schedule with all employees on a Monday through Thursday work schedule.
- **Pay-for-Performance System:** The District offers an innovative Pay-for-Performance System, which is in conjunction with the annual employee performance evaluation. Based on an employee's performance rating, both merit adjustments and one-time rewards and recognition amounts may be awarded.
- **Retirement:** The District offers CalPERS with Social Security. Benefit is 2% @ 55 for classic members and 2% @ 62 for new members as defined by PEPRA, subject to the limitations set by PERS. Employee pays the employee portion.
- **Deferred Compensation Plan:** The District offers optional enrollment in a pre-tax payroll-deducted 457 plan (MissionSquare Retirement formerly known as ICMA-RC). The District offers up to a 3% employer match based on annual limits established by the Internal Revenue Service.
- **Health Insurance – Medical:** The District provides health insurance plan options for employees and dependents; and offers a \$400 monthly medical stipend to employees who do not enroll into the District's health plan.
- **Dental/ Vision Insurance:** The District provides dental and vision coverage to employees and dependents through Principal Insurance Group.
- **Health Reimbursement, Flexible Spending, and Dependent Care:** The District also provides account options that cover some or all co-pays, deductibles, and out-of-pocket medical costs.
- **Life Insurance:** The District pays \$250,000 for employee life insurance. Additional supplemental life is available to employees at their own expense.
- **Social Security:** The District has contracted to continue employee participation in the US Social Security (SSA) Old-Age Survivors and Disability Insurance (OASDI) program.
- **Vacation Leave/Sick Leave:** The District offers generous vacation and sick leave benefits beginning at monthly accruals of eight hours and eight hours, respectively. In addition, employees are offered ten hours of floating holiday time per year. Employees can elect to cash out eligible leave hours annually. Additional paid days off between the Christmas and New Year's holidays are also provided to District staff.
- **Education Assistance Program:** Following one year of employment, the District offers up to a maximum of \$1,950 per calendar year for further education and training.