

## MEDICAL BENEFITS FOR MANAGEMENT PERSONNEL WHILE ON LEAVE

Management personnel of the South Orange County Community College District shall receive medical, dental, vision, and life insurance benefits while on a leave of absence in accordance with the following conditions:

1. Employees shall continue to receive insurance benefits while on a paid leave of absence.
2. An employee on an unpaid leave of absence due to illness shall continue to receive insurance benefits, provided by the District, for one year following the date the employee attained unpaid leave status.
3. Employees on an unpaid leave longer than one year may continue to receive District insurance benefits beyond the one year by paying the District's costs to provide these insurance benefits.
4. The benefits provided by this policy shall run concurrently with rights under the federal Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act (CFRA).