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**FRESNO UNIFIED SCHOOL DISTRICT**

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**TO:** PARTICIPANTS OF THE FRESNO UNIFIED SCHOOL DISTRICT EMPLOYEE HEALTH CARE PLAN  
**FROM:** JOINT HEALTH MANAGEMENT BOARD  
**SUBJECT:** EMPLOYEE HEALTH CARE PLAN AMENDMENT 2014-3  
**DATE:** DECEMBER 1, 2013

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The Joint Health Management Board of the Fresno Unified School District has **corrected** the Plan Document regarding the definition of “**Dependent**” and “**Disabled Child**”, noting the proof of mental or physical disability shall be required 31 days prior to the dependent child’s 26<sup>th</sup> birthday. Please note, this is a correction to the Plan Booklet, and not a change in policy. The Plan’s provision has always been 31 days.

The language set forth below replaces the definition of “**Dependent**” and “**Disabled Child**” on page 11, in the section titled **Definitions**, of the Plan Document dated April 1, 2012:

“**Dependent**” means:

1. a legal spouse;
2. a Domestic Partner as defined on page 11;
3. any child under the age of 26. For these purposes a “child” will include:
  - a. an Employee’s, Domestic Partner’s or Retirees<sup>1</sup> natural child,
  - b. a legally adopted child on the date the child is placed in the physical custody of the Employee or Retiree<sup>1</sup>;
  - c. a stepchild of an Employee or Retiree<sup>1</sup>,
  - d. a child of an Employee or Retiree<sup>1</sup> subject to a Qualified Medical Child Support Order (QMCSO) , and
  - e. a child placed in the permanent legal guardianship of the covered Employee or Retiree<sup>1</sup> by court order. A child placed in the permanent legal guardianship becomes an eligible Dependent on the latter of the date the child is placed in the physical custody of the Employee/Retiree or the date the court awards legal guardianship to the Employee/Retiree.
4. an unmarried mentally or physically Disabled child beyond the maximum age (see #3 above), provided the child is incapable of self-sustaining employment and is dependent upon the Employee/Retiree for support and maintenance and further provided that the condition existed prior to such child reaching the age of 26. Proof of any mental or physical disability shall be required 31 days prior to such child’s 26th birthday and the District’s Benefit Department may require additional proof from time to time.

“**Disabled Child**” means an unmarried Dependent child who is physically or mentally disabled and incapable of self-sustaining employment and is dependent upon the Employee/Retiree for support and maintenance, and further, provided that the condition existed prior to such Disabled Child reaching the age of 26. Proof of physical or mental disability shall be required 31 days prior to such child’s 26th birthday and the District’s Benefit Department may require additional proof from time to time.

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<sup>1</sup> Some but not all Retirees may enroll dependent children under the Plan. For example, Dependent child coverage is not provided under the Education Code 7000 Retiree Continuation Coverage provisions of the Plan.