

POLICY GUIDE

RIVER VALE BOARD OF EDUCATION
ADMINISTRATION

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1555 Domestic Partnership

1555 DOMESTIC PARTNERSHIP

The Board of Education shall comply with the requirements of the New Jersey Domestic Partnership Act (Chapter 246, P.L. 2003). Persons in domestic partnerships, as defined in the Act, will be entitled to certain rights and benefits that are accorded to married couples under the laws of New Jersey, including statutory protections through New Jersey's "Law Against Discrimination," against various forms of discrimination based on domestic partnership status, such as employment, housing and credit discrimination, and other rights and benefits in accordance with the provisions of the "Domestic Partnership Act."

For the purposes of this Policy, "Act" or "Domestic Partnership Act" shall be the New Jersey Domestic Partnership Act. "Domestic partner" means a person who is in a relationship that satisfies the definition of a domestic partnership as set forth in the "Act."

The Board of Education does not extend pension benefits to domestic partners of its employees and retirees.

Health Benefit

The Domestic Partnership Act permits a Board of Education that participates in the State Health Benefits Program to extend New Jersey State Health Benefits to same-sex domestic partners, as defined in the Act, of its employees. In accordance with the Act, the Board of Education has adopted the required Resolution extending the benefits of the New Jersey State Health Benefits Program to domestic partners of its employees and has filed the Resolution with the New Jersey Division of Pensions and Benefits. In accordance with the Act, the eligible employee must obtain a *New Jersey Certificate of Domestic Partnership* (or a valid certification from another jurisdiction that recognizes same-sex domestic partners, civil unions or similar same-sex relationships) and attach a photocopy of the *Certificate of Domestic Partnership* to the State Health Benefits Enrollment Application.

The Board of Education is responsible for all additional costs to extend the benefits of the New Jersey State Health Benefit Program to domestic partners of its employees. In addition, the benefits provided to domestic partners in accordance with the Act are subject to all federal and State tax requirements.

Extension of benefits of the New Jersey State Health Benefit Program shall be provided in accordance with the requirements of New Jersey's Domestic Partnership Act. Employees must comply with the requirements of the Act to be eligible for the health benefits afforded their domestic partners. Health benefits provided by the Board in accordance with New Jersey's

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Domestic Partnership Act are provided by this Board on a voluntary basis and are not to impact or change any collective bargaining agreements within the school district. The Board of Education maintains the right to rescind the extension of health benefits to domestic partners in accordance with the requirements of the Act.

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