

**AMENDMENT NO. THREE
TO THE
LITTLETON PUBLIC SCHOOLS EMPLOYEE BENEFITS PLAN
(As Amended and Restated Effective July 1, 2015)**

WHEREAS, Arapahoe County School District No. 6 dba Littleton Public Schools (the “District”) maintains the Littleton Public Schools Employee Benefits Plan (the “Plan”) for the benefit of its eligible employees; and

WHEREAS, Section 6.1 of the Plan reserves to the District the right to amend the Plan;

NOW THEREFORE, the Plan is hereby amended effective July 1, 2023, unless otherwise provided herein, to read as follows:

1. Section 1.7 of the Plan is amended, to read as follows:

“1.7 Eligible Employee

‘Eligible Employee’ means any person employed by an Employer, excluding leased employees as defined by Code Section 414(n)(2).”

2. Section 3.1 of the Plan is amended, to read as follows:

“3.1 Benefits Incorporated by Reference

Each Participant may elect to receive coverage under the benefit coverages listed below. The terms, conditions and limitations of benefits offered under this Plan are contained in the applicable Component Documents referenced in Appendix I and which are incorporated herein in full, as amended from time to time. The insurer, contract number, or funding method of providing certain benefits may change from time to time and shall be reflected in the applicable Component Documents.

The benefit coverages are:

- (a) medical and prescription benefits;
- (b) dental benefits
- (c) vision benefits;
- (d) group term life insurance benefits;
- (e) dependent life insurance benefits;
- (f) accidental death and dismemberment benefits;

- (g) Section 125 benefits, under the pre-tax premium plan, Health Flexible Spending Accounts, Dependent Care Flexible Spending Accounts and Health Savings Accounts;
 - (h) employee assistance plan benefits; and
 - (i) additional voluntary benefits.”
- 3. The first sentence of Section 4.1 of the Plan is amended, to read as follows:

“The benefits described in Article III shall be funded in whole or in part by Employer contributions if, and to the extent, provided in the employee benefit enrollment form or other employee benefit information.”
- 4. Appendix I, Component Documents of the Plan is amended, to read as follows:

“APPENDIX I

COMPONENT DOCUMENTS

Effective July 1, 2023, the terms, conditions and limitations of the benefits described in Article III of the Plan are contained in the Component Documents listed from time to time in this Appendix I which are incorporated herein by reference. Component Documents which are health care components subject to HIPAA are indicated.

- A. Medical and Prescription (HIPAA)
 - 1. Cigna Open Access Plus-In Network Consumer Driven Health Plan (CDHP)
 - 2. Cigna Open Access Plus-(PPO Model)
 - 3. Kaiser Health Maintenance Organization (HMO)
 - 4. Kaiser High Deductible Health Plan (HDHP)
- B. Dental Benefits (subject to HIPAA, other than portability, special enrollment and nondiscrimination requirements)
 - 1. Cigna (High Option)
 - 2. Cigna (Low Option)
- C. Vision Benefits (subject to HIPAA, other than portability, special enrollment and nondiscrimination requirements)
 - 1. Voluntary Vision Service Plan
- D. Term Life and Accidental Death and Dismemberment Benefits
 - 1. Hartford Life-Life Insurance (Employee)
 - 2. Hartford Life-Life Insurance (Dependent)
 - 3. Hartford Life-Life Accidental Death and Dismemberment Insurance

E. Employee Assistance Program (HIPAA)

1. Aetna Behavioral Health, LLC – Aetna Resources for Living

F. Additional Voluntary Benefits (subject to HIPAA, other than portability, special enrollment and nondiscrimination requirements)

1. The Hartford Accident Insurance (Low)
2. The Hartford Accident Insurance (High)
3. The Hartford Hospital Indemnity Insurance
4. The Hartford Critical Illness Insurance”

The District has caused this Amendment No. Three to be executed by its duly authorized Plan Administrator this 26 day of June, 2023.

ARAPAHOE COUNTY SCHOOL DISTRICT
NO. 6 dba
LITTLETON PUBLIC SCHOOLS

By: Dr. Sheri Charles
Dr. Sheri Charles,
Assistant Superintendent of Human Resources