

Garden Valley School District No. 71

PERSONNEL

5430

Insurance Benefits for Employees/ Trustees

The Garden Valley School District shall purchase medical insurance for all full time employees with the maximum amount of District contribution will be set based on the budget set for each fiscal year for individual traditional medical, vision and dental coverage.

You may enroll for coverage in this program if you are a permanent, full time employee who works more than 20 hours a week. If you do not enroll yourself or family members when you are first eligible, you must complete a health statement application which must meet Blue Cross underwriting requirements before coverage will be available. After the first thirty (30) days of employment, Blue Cross has the right to reject your application if underwriting requirements are not met.

Any employee who works less than 20 hours will be considered part-time and will receive no benefits unless otherwise stated in the policy manual.

Newly hired certificated employees will be eligible for insurance benefits offered by the District consistent with the terms of the current collective bargaining agreement, if applicable.

Trustees will be allowed to participate in the District's group health insurance program provided that any trustee who desires to participate in such program shall pay the monthly premium to the District. Should any trustee fail to make premium payments as set forth herein, his/her insurance coverage will be automatically cancelled.

Legal Reference: I.C. § 33-517A School districts – Non-certificated employees – Group health insurance
I.C. § 67-5763 Governmental body authorized to make contracts for group insurance for officers and employees

Policy History:

Adopted on: 2-13-2012

Revised on: