

Code No. 412.3 CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

Classified employees may be eligible for group insurance benefits as determined by the board and required by law. The board will select the group insurance program and the insurance company, which will provide the program.

Regular part-time classified employees who wish to purchase insurance coverage may participate in group insurance programs by meeting the requirements of the insurer. Regular classified employees who wish to purchase insurance coverage for their spouse or dependents may do so by meeting the requirements of the insurer.

Classified employees who work 20 hours per week and nine months or more are eligible to participate in the group health insurance plan. All employees will receive benefits in relation to the hours worked and the months worked per year.

Full coverage (amount to be determined by board) for classified personnel will be based on twelve month (12) employment with forty (40) hours per week as a full-time employee.

Employees not receiving the full coverage as specified by the board will receive benefits on a percentage basis as follows:

Percentage of insurance is determined by dividing the number of months worked by twelve:
e.g. $10/12=83\%$

Then the percent of time is the hours worked per week divided by forty: e.g. $37.5/40=94\%$

An employee wishing to have single insurance only may receive cash in lieu of insurance in the amount of the difference between single coverage and the amount set by the board each year, minus the amount for IPERS and FICA. If this amount is less than \$1.00 per month the district will not be required to make the cash in lieu payment.

Insurance coverage is to include:

Health and Accident Major Medical (amount to be determined by the board action each year).

Disability Insurance (amount to be paid in determined by company plan per individual salary).

Any portion of the coverage, which is not paid by the employer is to be paid by the employee and deducted from the monthly compensation for services. If the employee chooses not to participate in the group insurance, cash in lieu will not be paid on prorated portion.

Insurance payments by the district will be continued during the contract year, which begins on July 1 and ends June 30. If the employee resigns or is terminated by board action the insurance payments by the school will be discontinued on the last day of the month the member cease active work.

Insurance for new employees will begin the first of the month following their first day of employment.

Employees that voluntarily terminate employment may continue insurance coverage by making payments each month as provided by law.

This policy statement does not guarantee a certain level of benefits. The board will have the authority and right to change or eliminate group insurance programs for its classified employees.

Legal Reference:

Iowa Code §§ 20.9 ;85 ;85B ;279.12 ;509 ;509A ;509B (2003).

Cross Reference:

411.1 Classified Employee Defined

First Reading: July 18, 2018

Second Reading: August 20, 2018