

Insurance Benefits for Employees/ Trustees

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.

Classified employees who work twenty (20) hours or more per week shall be entitled to the same group health insurance benefits as applicable to certificated personnel.

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 10 days in advance of the District’s premium payments to the insurance carrier. Should any trustee fail to make premium payments as set forth herein, his/her insurance coverage will be automatically cancelled.

Insurance – Health, Accident and Major Medical

The school district purchases health and major medical insurance for all full time employees of the district. Half time employees receive one half compensation and may choose to participate in the plan by paying one half the benefit through payroll deduction. Employees may obtain coverage for their spouse and/or dependents of their immediate family through payroll deduction.

Coverage extends from September through August of the following year that is the period of the contract year. Enrollment may occur when an employee begins service in September or when a change in status occurs in their life that affects their ability to enroll in health insurance. At the time of termination an employee’s coverage ceases unless the employee selects continued coverage under the COBRA plan.

Health insurance coverage for retired employees is possible and must be arranged with the state retirement system at the time of retirement.

| | | |
|------------------|----------------|---|
| 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: 03/25/2008
Revised on: 10/28/2014