

Personnel

Series 400

Policy Title: Classified Employee Group Insurance Benefits .

Code No. 412.3

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Classified employees may be eligible for group benefits as determined by the board and required by law. The board will select the group benefit program(s) and the insurance company or third party administrator which will provide or administer the program.

In accordance with the Patient Protection and Affordable Care Act (ACA), the board will offer classified employees who work an average of at least thirty (30) hours per week or one hundred thirty (130) hours per month, based on the measurement method adopted by the board, with minimum essential coverage that is both affordable and provides minimum value. The board will have the authority and right to change or eliminate group benefit programs, other than the group health plan, for its classified employees.

Classified employees who work an average of at least thirty (30) hours per week or 130 hours per month, based on the measurement method adopted by the board, are eligible to participate in the group health plan. Classified employees who work 30 hours per week are eligible to participate in dental, vision, life, and long-term disability group insurance plans. Employers should maintain documents regarding eligible acceptance and rejection of coverage. Full-time and regular part-time classified employees who wish to purchase coverage for their spouse or dependents may do so by meeting the requirements of the insurer.

Classified employees and their spouse and dependents may be allowed to continue coverage of the school district's group health program if they cease employment with the school district by meeting the requirements of the plan.

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 licensed employees.

The requirements stated in the Master Contract between employees in the certified collective bargaining unit and the board regarding the group insurance benefits of such employees will be followed.

Adopted: Fall, 1969

Legal Reference: (Code of Iowa)

Reviewed: July 14, 2008  
September 23, 2013

PL 94-566 U.S. Congress  
85.33-34, 85.61

Amended: January 11, 1988  
March 13, 1995  
August 18, 2008  
October 18, 2021

Cross Reference: