

Cascade School District No. 422

PERSONNEL

5430

Insurance Benefits for Employees/ Trustees

The Cascade School District shall purchase medical insurance for all full time employees with the maximum amount of District contribution being the greater of \$350.00 or the 2001-2002 premium 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.

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 using the following pro-rated scale:

- 20-24.44 hrs/wk – 50% of the allotted benefit amount
- 24.45- 29.44 hrs/wk – 75% of the allotted benefit amount
- 29.45 – 40 hrs/wk – 100% of the allotted benefit amount

Individuals who agree or are hired to job share will receive pro-rate benefits as to the number of hours worked. (i.e. if the job share was 20 hrs/wk. for each employee the benefit would be 50% of the allotted benefit amount per employee. If the job share was 26 hrs/wk. for one employee and 14 hrs/wk for the other the benefit would be 75% for the employee working 26 hrs/wk and 0% or \$0 for the employee working 14 hrs/wk.

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.

This policy will take effect for all classified employees of the district on July 1, 2011.

Legal Reference: I.C. § 33-517A School districts – Noncertificated 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: 7/15/09

Revised on: 5/10/10