

Code No. 412.3
CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

Classified employees are eligible for group health insurance benefits as determined by the board and the classified master agreement and Employee Handbook. 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 to the Patient Protection and Affordable Care Act (ACA, the board will offer licensed employees who work an average of at least thirty (30) hours per week or one hundred thirty (130) 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 benefits programs, other than the group health plan, for its licensed employees.

Classified employees who work an average of at least thirty (30) hours per week or one hundred thirty hours (130) per month, based on the measurement method adopted by the board, are eligible to participate in the group health insurance plan pursuant to the Clayton Ridge Education Support Association (CRESPA).

Regular part-time employees (i.e., employees who work less than 30 hours per week or one hundred thirty (130) hours per month for health benefit purposes) who wish to purchase insurance coverage may participate in group benefit programs by meeting the requirements of the applicable plan.

Full-time and regular part-time licensed employees who wish to purchase the district's group health insurance coverage for their spouse or dependents may do so by meeting the requirements of the insurer.

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

The requirements stated in the Educational Personnel Support Staff Handbook and Master Contract between classified employees and the board shall be followed.

Legal Reference: Iowa Code ** 20.1, .4, .7, .9; 279.8 (1995).

Cross Reference: 405 Licensed Employees – General
406. Licensed Employees Compensation and Benefits

