

## STAFF PERSONNEL

### Series 400

#### POLICY TITLE CLASSIFIED EMPLOYEE GROUP BENEFIT

No. 412.3

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.

Classified employees, who work full time per contract agreement, based on the measurement method adopted by the board, are eligible to participate in the group health plan. Classified employees who work full time per contract agreement are eligible to participate in dental, vision, life, long term disability group insurance plans. Employers should maintain documents regarding eligible employees acceptance and rejection of coverage.

Regular part-time classified employees (i.e., employees who work less than full time per contract agreement who wish to purchase coverage may participate in group benefit programs by meeting the requirements of the applicable plan. 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 applicable plan.

Upon ceasing employment with the District, classified employees and their spouse and dependents may be allowed to continue coverage of the school district's group health program to the extent allowed by applicable law and to the extent eligible under the plan.

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

Those employees not covered by a collective bargaining agreement will have benefits as provided by the Board and detailed in applicable contracts and /or benefit description(s).

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 509; 509A; 509B (2013).  
Internal Revenue Code § 4980H(c)(4); Treas. Reg. § 54.4980H-1(a)(21)(ii).  
Shared Responsibility for Employers Regarding Health Coverage,  
26 CFR Parts 1, 54 and 301, 78 Fed. Reg. 217, (Jan 2, 2013).  
Shared Responsibility for Employers Regarding Health Coverage,  
26 CFR Parts 1, 54 and 301, 79 Fed. Reg. 8543 (Feb. 12, 2014).

Cross Reference: 411.1 Classified Employee Defined

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