

STAFF PERSONNEL

Series 400

POLICY TITLE CERTIFIED EMPLOYEE GROUP BENEFITS

No. 406.5

Certified 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.

Certified 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. Certified 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.

Upon ceasing employment with the District, certified employees and their spouse and dependents may elect to continue coverage on 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 employee handbook between employees in the certified 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, .27; 509; 509A; 509B  
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: 405.1 Licensed Employee Defined  
706.2 Payroll Deductions

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