

STAFF PERSONNEL

Series 400

POLICY TITLE CLASSIFIED EMPLOYEE GROUP BENEFITS

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.

In accordance with the Patient Protection and Affordable Care Act (ACA), classified employees who work full time per the employee handbook, 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 the employee handbook are eligible to participate in health, dental, vision, life, long term care, and long term disability group insurance plans. Employers should maintain documents regarding eligible employees' acceptance and rejection of coverage. The board will utilize the applicable measurement period to determine whether variable hourly employees qualify for an offer of insurance coverage under the district's group health plan. The board will have the authority and right to change or eliminate group benefit programs, other than the group health plan, for its licensed employees.

Regular part-time classified employees (i.e., employees who work less than full time per the employee handbook) 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, dental and vision programs 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 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 benefit description(s).

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 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: 411.1 Classified Employee Defined

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