

CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

Classified employees may be eligible for group insurance benefits as determined by the board and required by law. The board will select the group insurance program and the insurance company which will provide the program.

Classified employees who work 20 hours per week are eligible to participate in the group health insurance plan. Regular part-time classified employees who wish to purchase insurance coverage may participate in group insurance programs by meeting the requirements of the insurer.

The district shall pay the full cost of each full-time employee's PPO health and major medical insurance premium. Persons working between 20 and 36 hours per week shall receive an amount paid toward their health insurance proportionate to their full-time equivalency. The premium for \$15,000 term life insurance and for long-term disability insurance (60% of the total gross salary) shall be paid in full by the employer. The employer will pay the life insurance of spouses (\$3000) and children (\$1500) for those taking family insurance. Insurance coverage is a PPO or comprehensive plan with mandatory health information line.

This policy statement does not guarantee a certain level of benefits. The board will have the authority and right to change or eliminate group insurance programs for its classified employees.

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

Approved _____ Reviewed 2/24/14, 12/19/16, 8/19/19 Revised _____