

HUMAN RESOURCES

Employee Benefits

Health Plans

This policy supersedes Policy 4730.3.

I. PURPOSE

To establish the School Board's policy regarding the availability of health plans and the School Board's percentage of contribution toward the cost of these plans.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

Language in section IV. has been corrected or eliminated to clarify the rate of contributions by the School Board.

III. AVAILABILITY OF HEALTH INSURANCE PLANS

The School Board shall provide all eligible employees* with a choice of health insurance plans. Detailed master policies and contracts shall be determined by the School Board.

IV. SCHOOL BOARD RATE OF CONTRIBUTIONS

The School Board's percentage of contribution to the health insurance premium shall be established annually. The School Board shall pay the established percentage toward the cost of any School Board-sponsored health plan.

The School Board-established rate of contribution shall apply to those regular employees who work 50 percent or more of the hours for that position. For those regular employees who work less than 50 percent, the School Board contribution rate shall be one-half of the cost paid for those employees who work 50 percent or more.

In no case shall the School Board's rate of contribution be made retroactive due to a retroactive change in an employee's regular work hours. The School Board has no obligation to make a contribution when an employee is in a leave-without-pay status, except in instances when such contributions are required by federal or state law.

* Eligible employees are defined in the current version of Regulation 4710.

Policy

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Reviewed and
Corrected: June 21, 2007