

# Dietrich School District No. 314

## 5430 PERSONNEL

### Insurance Benefits for Employees/ Trustees

Certificated employees who are hired at 0.5 FTE or greater, will be eligible for insurance benefits offered by the District.

Classified employees who work twenty (20) hours or more per week will be eligible group health insurance.

The District shall provide a healthcare plan on a continuous, twelve month basis for all eligible employees. The District will fund up to \$547.00 per month for all eligible full time employees (classified who work thirty (30) hours or more per week and certificated contracted for 0.75 FTE or greater), to be used towards District health, dental, and vision insurance monthly premiums. The District will fund 3.00 per employee for District life Insurance policy.

The District will fund up to half of the staff allocated insurance premium amount per month for employees who are hired part-time (classified who work between twenty (20) and twenty-nine (29) hours per week and certificated contracted between 0.5 and 0.74 FTE) to be used toward District health, dental, vision, and life insurance monthly premiums. The District will fund 3.00 per employee for District life Insurance policy.

Trustees will be allowed to participate in the District's group health insurance program provided that any Trustee who desires to participate in such program shall pay the monthly premium to the District by the 15<sup>th</sup> of each month. Should any Trustee fail to make premium payments as set forth herein, his or her insurance coverage will be automatically cancelled.

Legal Reference: I.C. § 33-517A      School Districts – Non-Certificated Employees – Group Health Insurance  
I.C. § 67-5763      Governmental Body Authorized to Make Contracts for Group Insurance for Officers and Employees

### Policy History:

Adopted on: June 2015

Revised on: June 2021

Reviewed on: