

Board Policy 5430 : Personnel

Status: Approved

Original Adopted Date: 08/2015 | **Last Revised Date:** 06/09/2025 | **Last Reviewed Date:** 05/12/2025

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 for 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 \$850.00 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 and District employees who do not meet the above criteria will be allowed to participate in the District's group health insurance program provided that any qualified individual who desires to participate in the program shall pay the monthly premium to the District by the 15th of each month. Should any participant fail to make premium payments as set forth herein, his or her insurance coverage will be automatically canceled.

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:

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Reviewed on: