

Lakeland Joint School District No. 272

PERSONNEL

5430

Insurance Benefits for Employees

Certificated personnel shall have medical and dental insurance premiums paid according to the terms of the negotiated contract between Lakeland School District #272 and the Lakeland Education Association.

The district shall provide the same group health insurance benefits (available from the carrier) to all non-certificated employees who work thirty (30) or more hours per week (except for individuals continuously employed beginning in the 2001-2002 school year and receiving benefits), as is provided to certificated employees.

The district will pay a prorated share of the medical and dental insurance benefit allowance for each noncertificated employee who participates in the district's group plan and is assigned to an average workweek of 30 or more hours, except for individuals continuously employed beginning in the 2001-2002 school year and receiving benefits.

For purposes of this policy and this policy only, the non-certificated insurance benefit allowance shall be based on the following employee time brackets:

Hours Worked/Week	Employment Time	District Percentage
20 hrs up to 24 hrs/wk (only applicable to employees continuously employed during the 2001-2002 school year)	1/2 time	50%
24 hrs up to 30 hrs/wk (only applicable to employees continuously employed during the 2001-2002 school year)	2/3 time	66 2/3%
30 hrs up to 36 hrs/wk	3/4 time	83 1/3%
36 hrs up to 40 hrs/wk	Full time	100%

For certificated personnel employed on a less than full time contract or non-certificated personnel employed less than full time (36 hours per week) for the purposes of this policy only, premiums shall be paid by the district up to the maximum benefit allowance and/or the employee based on a ratio of a reduced contract (certificated) or assigned hours to full time (non-certificated). (Examples: A 30-hour employee works 3/4 time. The district will pay 83.3% of the benefit allowance and the employee will pay any difference in premium required.

All employees will be eligible for applicable coverage based on carrier eligibility criteria and/or date of employment.

Less than full time non-certificated personnel must pay their prorata share of premiums in order to qualify for medical and dental insurance coverage.

Beginning September, 1994, regularly employed qualifying non-certificated personnel shall have the appropriate premiums for health/dental insurance coverage paid by the District during the summer months when they are not working. The District shall pay only the premiums, as apportioned under this policy, for non-certificated personnel who do not work during the summer months, and such non-certificated personnel who do not work during the summer months are not entitled to any cash differential or cash alternative, which may be otherwise available to full time employees who work year round, or are on an annual contract – notwithstanding such employees (certificated personnel) may only be required to work 180 plus or minus days of the full years employment contract.

Any district paid insurance benefit for a noncertificated employee shall discontinue at the end of the month in which an employee resigns or is terminated from his/her position. For certificated employees, insurance benefits shall discontinue at the end of the month in which a contract is paid off.

The district does not provide benefits to noncertificated employees, which benefits are in addition to group health insurance benefits afforded to certificated employees and negotiated with the certificated employees under the annual Negotiated Agreement.

Each district employee shall be deemed to have elected to purchase not less than the minimum coverage available for purposes of establishing the cash difference that may be paid to the employee under the benefit plan adopted by the district for group medical and dental insurance. The cash difference that may be paid to an employee shall never exceed the difference between the lowest employee premium rate and the maximum dollar allowance established by the District as the same are established from time to time.

In the instance where a marital couple are both employees of the district, each employee shall be deemed to have elected the lowest possible premium cost, and neither such employee shall be entitled to receive in terms of cash, under the benefit plan, an amount in excess of the difference between the minimum employee only premium rate, and the maximum dollar allowance established by the district, as the same are established from time to time. To determine the minimum and maximum rates available, the employee should contact the District Central Office.

Legal Reference: I.C. § 33-517A School districts – Noncertificated 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: April 14, 2008

Revised on: