

GAA1. Benefits

1. Health Insurance

The District makes available to eligible employees medical, vision, and dental insurance under a group insurance plan. Part of the insurance premium may be paid from District funds in accordance with collective bargaining agreement(s). At the employee's expense, dependents of eligible employees are also eligible for coverage under the District's insurance plan as defined in the current plan booklet. Employees must authorize a payroll deduction for any share of health insurance premium that they are responsible for paying.

The plan document for medical, vision, and dental insurance issued by the insurance carrier specifies the specific terms and conditions of coverage.

The District will, from time to time, evaluate the health coverage plan to be offered and make adjustments in the level of coverage and the amount of premium cost to be paid by the District as it deems appropriate.

2. Life Insurance

The District will offer a group life and accidental death and dismemberment insurance plan to eligible employees. The coverage becomes effective on the 1st day of the month following employment. Participating employees must complete the required enrollment forms and authorize payroll deduction for any premium amount not covered by the District.

3. Retirement

As defined in NRS 286, the District is considered a public employer. Therefore, employees in positions considered to be half-time or more according to the full-time work schedule for at least one hundred twenty (120) consecutive work days are covered by the Public Employees Retirement System (PERS), details of which are described in Chapter 286 of the NRS.

4. Deferred Compensation

Employees may defer a portion of their taxable income by participating in a deferred compensation plan through the District. A list of allowed companies is on file with the Payroll Department.

New companies must be approved by the Superintendent/designee. There must be a minimum of 10 employees participating.

Employees may enroll at any time during the year for earnings beginning the first of the following month. Changes in contribution are governed by the terms and conditions of the particular plan.

Only income earned after the effective date of initial or increased participation can be deferred.

Prior to their retirement, participants may withdraw the balance of their deferred compensation account only when they terminate employment. However, in the event of an unforeseeable emergency, the employee may be allowed to withdraw the portion of the account needed to pay for the emergency. The IRS defines the conditions and requires District approval of early withdrawal on a hardship basis. The Superintendent/designee must review and approve all requests for early withdrawal on a hardship basis. Employees may appeal a request denied by the Superintendent/designee to the Board of Trustees.

NO ADMINISTRATIVE REGULATION

END OF POLICY

Legal Reference: NRS 281

