

POLICY: 401

DATE EFFECTIVE: 6-1-2016

APPROVED BY: STRIDE School Board

APPROVED ON: 4/21/2016

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400-499 EMPLOYEE BENEFITS POLICIES

401. HEALTH INSURANCE PLAN POLICY

POLICY:

STRIDE Academy Charter School offers two health plans to eligible employees. The Academy's responsibility for offering a health insurance plan is limited to the facilitation of a group insurance policy for employees and their dependents. The terms and conditions of the health insurance plan are outlined in the Master Contract between the Academy and the health insurance provider and are subject to changes or modifications that may occur in the contract. The contract is reviewed annually.

Option 1: \$3,200 HSA Deductible 25% Coinsurance Plan

Option 2: \$1,000-Deductible 30% Coinsurance Copay Plan

Eligible employees may elect to enroll in either of the plan options available.

Employees Working 36 Hours or More per Week

All regularly assigned employees who work 36 or more hours per week are eligible to enroll in

one of the two health plans. Coverage becomes effective on the 1st of the month following the 30 days from the employee's date of employment or a change of status which makes the employee eligible to participate.

For employees whose hours have been approved to work continuously for 36+ hours, STRIDE will take a look-back measurement using a 12-month period preceding the current date, or up to the date of hire if employed less than 12 months to determine if the employee is eligible for additional benefits.

The Academy will pay the full cost of a single premium for each employee who works 36 or more hours per week and is enrolled in Plan Option 1 or Plan Option 2. Employees may also elect to cover their spouse, family, and/or children and will be responsible for paying for any additional premiums. All premiums paid by employees will be processed through payroll deductions.

Employees who elect to enroll in plan Option 1 shall have a Health Savings Account established for them to which the Academy will contribute \$75 per month. Employees who elect to enroll in plan Option 2 shall have a Health Savings Account established for them to which the Academy will contribute \$125 per month. Employees who elect to enroll in plan Option 1, can elect to contribute to their HSA through payroll deductions.

Employees Working at Least 30 Hours and up to 35 Hours per Week

All regularly assigned employees who work at least 30 hours and up to 36 (35) hours per week are eligible to enroll in one of two health plans. Coverage becomes effective on the 1st of the month following 30 days from the employee's hire date or a change of status, which makes the employee eligible to participate.

The Academy will pay the full cost of a single premium for each employee enrolled in the plan

Option 2. If an employee elects to enroll in plan Option 1 or plan Option 2, they will be responsible for payment of the single employee premium. Employees may also elect to enroll their spouse, family, and/or children and will be responsible for paying for any additional premiums. All premiums paid by employees will be processed through payroll deductions.

There will be no contribution to a Health Saving Account for regularly assigned employees working at least 30 hours and up to 36 hours per week. Employees may choose to contribute to a Health Savings Account. Employees who elect to enroll in plan Option 1, can elect to contribute to their own HSA through payroll deductions.

Continuation of Insurance Coverage

Health insurance coverage shall be paid for during an approved Leave of Absence, subject to the provisions of the Family Medical Leave Act and STRIDE Academy's Leave of Absence policy.

When an employee terminates his/her employment with the Academy, he/she may continue the health plan coverage for the period of the time specified by COBRA or until he/she obtains employment with an employer who has a group health plan, whichever is shorter. The Academy must receive the payment for COBRA premiums by the 1st of the month for the following month, or the coverage will be terminated.