

Descriptor Term: EMPLOYEES ELIGIBLE FOR DISTRICT-PAID HEALTH INSURANCE, SHARED LIFE INSURANCE, AND THE CAFETERIA PLAN

Descriptor Code: GAL

Replaces: GAL

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Employees eligible for Gulfport School District - paid basic health insurance benefits and for a shared premium for life insurance and 12-month cafeteria plan as connected to authorized payroll deduction must be identified as full-time employees as defined below. Part-time or intermittent employees as defined below are not eligible to receive District-paid life and health insurance benefits nor participate in the payroll deduction cafeteria plan.

I. **Full-Time Employees**

A full-time employee (certified or classified) is defined as one who works at least four (4) hours a day, twenty (20) hours per week on a regular daily basis during a 9-month, 10-month, 11-month, or 12-month work year.

II. **Part-Time or Intermittent Employees**

Employees classified as part-time or intermittent workers are not eligible for district insurance benefits or 12-month, payroll deducted cafeteria plan. The following classifications of workers fall into this category:

1. Summer employees (Hired for summer only)
2. Substitutes
3. Student Workers
4. Cashiers (less than four hours)
5. Employment Services Personnel
6. Consultants
7. Volunteers
8. Contracted Service Workers
9. School Plus Employees

III. Any position not identified in items I or II above will be considered as part-time or intermittent until the Superintendent or designee may determine the position to be full-time.

Legal Reference: Mississippi Code 1972, §37-9-153