No. 440

AFFORDABLE CARE ACT (ACA) COMPLIANCE

I. PURPOSE

The purpose of this policy is to comply with the provisions of the Affordable Care Act (ACA) with regards to offering minimum essential health care coverage to all full time employees.

II. DEFINITIONS

A. "Full time employees under the ACA" means: those employees who work 30 or more hours per week during the school year.

III. GENERAL STATEMENT OF POLICY

Therefore, it is the policy of Monticello School District to offer minimum essential health care coverage to all full time employees of Monticello School District. Minimum essential health care coverage and the definition of full time employees are defined by the ACA. The health insurance policies that meet this rule are provided to Monticello School District by its insurance carrier and offered to all full time employees of Monticello School District in order to comply with this provision in the Affordable Care Act. Monticello School District will not offer minimum essential health care coverage to employees who are not considered full time employees as defined by the ACA. This policy will not be implemented in a way that would violate any collective bargaining agreement of which the District is a party. If this policy conflicts with terms of a collective bargaining agreement of which the District is a party, the terms of the collective bargaining agreement will control.

Adopted & Approved: 09/21/2015
Reviewed: 11/16/2026