

No. 541 AR (2)

## TURKEYFOOT VALLEY AREA SCHOOL DISTRICT

### Health Care Benefits for Classified Part-Time Employees

Overview: The Board of School Directors are committed to operating all programs in conformity with respect to health care benefits for classified part time employees.

Definition: A classified part time employee is an employee that is scheduled to work less than thirty (30) hours per week.

Guidelines: The following guidelines will be considered when offering health care benefits to classified part time employees.

- 1) The district will not be responsible for any share of the premium or the deductible. Part-time employee must assume the total costs of the premium and deductible.
- 2) The district will not be responsible for any share of potential premium increases. Part-time employee will assume any rate increase to the policy.
- 3) Part-time employee will make monthly payments to the district, no later than 15 days prior to the district premium due date. This date will be provided to part-time employee during enrollment. Should part-time employee fail to make the payment on time, they will be dropped from the plan for the remainder of the coverage period.
- 4) District will not be responsible for managing any claims, debts or services in regards to part-time employees other than to include them in the premium payments and enrollment/disenrollment processes.
- 5) Part-time employees are not eligible for the health insurance buy out option which may be offered to contracted employees.

Approved 2/20/2017