

SAYDEL COMMUNITY SCHOOL DISTRICT

CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

Classified employees may be eligible for group benefits as determined by the Board and required by law. The Board will select the group benefit program(s) and the insurance company or third party administrator which will provide or administer the program.

In accordance with the Patient Protection and Affordable Care Act (ACA), the Board will offer classified employees, who work an average of at least thirty (30) hours per week or one hundred thirty (130) hours per month, based on the measurement method adopted by the Board, with minimum essential coverage that is both affordable and provides minimum value. The Board will have the authority and right to change or eliminate group benefit programs, other than the group health plan, for its licensed employees. This policy statement does not guarantee a certain level of benefits. The Board will have the authority and right to change or eliminate group insurance programs for its classified employees.

Classified employees, who work an average of at least thirty (30) hours per week or one hundred thirty (130) hours per month, based on the measurement method adopted by the board, are eligible to participate in the group health plan. Classified employees who work 30 per week are eligible to participate in dental, vision, life, long-term disability group insurance plans. Employers should maintain documents regarding eligible employees acceptance and rejection of coverage.

Full-time or classified employees working more than 30 hours per week who wish to purchase coverage for their spouse or dependents may do so by meeting the requirements of the applicable plan.

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 509; 509A; 509B (2013).
Internal Revenue Code § 4980H(c)(4); Treas. Reg. § 54.4980H-1(a)(21)(ii).
Shared Responsibility for Employers Regarding Health Coverage, 26 CFR Parts 1, 54 and 301, 78 Fed. Reg. 217, (Jan 2, 2013).
Shared Responsibility for Employers Regarding Health Coverage, 26 CFR Parts 1, 54 and 301, 79 Fed. Reg. 8543 (Feb. 12, 2014).

Cross Reference: 411.1 Classified Employee Defined

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