

Aberdeen School District will provide the same group health insurance benefits to all non-certificated employees who work twenty (20) hours or more per week, as provided to certificated employees.

Any Classified Employee working for the Aberdeen School District more than twenty (20) hours per week will be offered Benefits. If an employee, working for one department or sub-department, does not reach the minimum twenty (20) hours per week then the employee is not eligible for benefits. However, as of July 1, 2014 all new employees working for more than one department or sub-department whose weekly hours meet or exceed the minimum twenty (20) hours will be offered benefits at the expense of the employee.

If an employee works 30 hours or more the departments for whom the employee is working are responsible for a percentage of the benefits equal to the total percentage of hours contracted for the employee with the department. The insurance proportioning will be done according to proper accounting procedures through the payroll clerk. An employee working 30 or more hours per week on average (over a 12-month measurement period), will be eligible for the standard employee health package offered by the school district and the district will pay the employee's monthly premium for single coverage (small cost for Dental Blue Connect). Dependent coverage will be offered at the employee's expense."

LEGAL REFERENCE:

Idaho Code Section 33-517A

ADOPTED: January 27, 2000

AMENDED: August 17, 2005
June 18, 2014