



Book	Policy Manual
Section	4000 Support Staff
Title	Copy of GROUP HEALTH PLANS
Number	po4419 ss 12-13-17
Status	Draft
Adopted	September 20, 2016
Last Revised	December 13, 2017

4419 - **GROUP HEALTH PLANS**

The School Board shall have discretion to establish and maintain group health plans for the benefit of eligible employees. Group health plans, as the term is used in this policy, may include, but would not be limited to, major medical, prescription drug, dental, and/or vision plans. These group health plans may provide certain health benefit plans to instructional staff members and eligible dependents as permitted by law.

Group health and hospitalization insurance coverage shall be available to all School Board employees working twenty (20) or more hours per week. The Board may participate in the cost of the insurance coverage.

The Board has elected not to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for any of its eligible employees. The Board is aware that the failure to offer minimum value health coverage to employees may result in penalties under the Affordable Care Act.

Retired personnel of the Board, and their eligible dependents, shall be provided an opportunity to participate or to continue participation in the current health and hospitalization insurance program of the District.

Once the retiree enrolls, it is their responsibility to pay the full cost of the premium. If such payment has not been received within fifteen (15) days of due date, a reminder letter will be sent by certified mail or hand delivered to the retiree with notice of the intent of termination of insurance due to nonpayment. If payment in full is not received by the District within ten (10) days of receipt of confirmation of reminder letter, the District will implement internal process for termination of retiree's insurance.

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Last Modified by Sam Stalnaker on December 13, 2017