

## EMPLOYEES

### Series 400

Policy Title Classified Employee Group Insurance Benefits

Code No. 412.03

#### Option I

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

Classified employees who work an average of at least 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 insurance plan with district contribution determined by the board. Regular part-time classified employees who wish to purchase insurance coverage may participate in group insurance programs by meeting the requirements of the insurer. Employers should maintain documents regarding eligible employees acceptance and rejection of coverage.

Full-time and regular part-time classified employees who wish to purchase coverage for their spouse or dependents may do so by meeting the requirements of the applicable plan.

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.

**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:** 411.01 Classified Employee Defined

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