EMPLOYEE GROUP HEALTH PLANS

The Board of Education shall have discretion to negotiate and maintain group health plans for the benefit of eligible employees. The definition of group health plans as used in this policy may include, but is not limited to, major medical, prescription drug, dental and/or vision plans. These group health plans may provide certain health benefit plans to employees as permitted by law.

The Board has elected to provide minimum value health coverage for some or all of its eligible employees. The terms and conditions of the health coverage are set forth in the appropriate plan documents.

Eligible employees who have coverage through the employer of a working spouse may receive additional compensation if they waive the District’s medical coverage. Eligible employees who waive the medical coverage will be paid an additional compensation with the understanding that this additional compensation is subject to FICA and Federal, State and local income tax. To receive this compensation, the eligible employee must provide the District with proof of medical coverage provided by the spouse’s employer.

A. This policy establishes the level of health insurance benefits for all covered employees, including those in bargaining units to the extent that there is no contradictory language in the appropriate master agreement.

B. The basic health insurance benefit package provided is as provided in the master insurance policy with the carrier including any riders attached thereto.

C. As an option, a covered employee may select HMO membership with an approved HMO. Selection of this option requires that the employee pay any additional premium over the cost of equivalent basic coverage.

D. The Board’s liability under this policy is limited to paying the premium for the specified amount of coverage.

E. The Board reserves the right to select the carrier.

F. This benefit is subject to the terms and conditions of the appropriate master insurance policy issued by the carrier to the Board.

POLICY
Approved: January 26, 2017