

## District Policy 1200-Pay and Compensation

3.2.7. Health Insurance Benefits: All full-time employees who are expected to work 30 hours or more per week and who are eligible for health insurance coverage under the Patient Protection and Affordable Care Act will be enrolled. Eligible employees, who work 30 hours or more, but less than full-time, must pay a portion of the premium consistent with the fractional amount of their part-time FTE or part-time hours worked. Variable hour employees whose service cannot be determined to work on average at least 30 hours per week will be subject to completion of a 12 month look-back measurement period for enrollment to determine whether the employee is reasonably expected to work on average at least 30 hours or more per week.

3.2.7.1. Washington County School District does allow internal coordination of benefits for couples working for the School District. If the District employs two or more members of a single household who meet all eligibility requirements for insurance coverage, each employee will have the option to enroll in insurance plans independently. If each eligible employee, family member, enrolls independently the District will charge all but one employee an amount up to 9.5% of their income for monthly health insurance premium expense. Alternatively, if all members enroll in a "family plan" or "a single plus one plan" the District will deposit \$1,500 into a qualified Health Retirement Account [or into the Health Savings Account for individuals on the Qualified High Deductible Health Plan](#) administered by the District in the name of the alternate covered member.

• The HRA account funds [can](#) be accessible by submission of a claim form to the district plan provider [or by](#) a Flex Spending [MasterCard](#) for HRA claims, [if enrolled in the Flex Spending Account](#).

• The District will deposit all \$1,500 per eligible employee [into either the HRA or the HAS account as a pro-rated amount of \\$125 a month](#), beginning [at the first](#) of the contract year. 3.2.7.2. Eligibility Period: Subject to the limitations described in this policy and paragraph 3.2.7.4, eligible employees who complete all insurance benefits enrollment forms before the first day of the month following the effective date of hire will be enrolled in insurance benefits on the first of the month following date of hire. If hired on the first day of the month and all applicable enrollment forms are completed on the date of hire, the employee will receive insurance benefits effective on the first day of the month of hire. Failure to complete enrollment forms will prohibit the employee from being enrolled in insurance benefits. In such cases, enrollment will occur no sooner than the first day of the month following completion of all applicable enrollment forms. (6-05)

3.2.7.3. Long Term Disability (LTD) insurance is considered a separate benefit as described in District Policy 1332. (6-05) Temporary Employees are not eligible for LTD benefits.

3.2.7.4. With the exception of employee's assigned to contracts that commence on July 1st, health insurance contract year coverage will begin no earlier than August 1, and will extend no longer than July 31, of the contract year, subject to eligibility. Health insurance coverage for eligible employees who are assigned to contracts that commence on July 1st, such as 239-day employees, will begin no earlier than July 1st and extend no longer than June 30th of the contract year. Employees who are required to pay a portion of the insurance premium will have payroll deductions that run concurrent with the contract year of assignment. Insurance coverage will end on the last day of the month in which employee becomes ineligible or is disqualified from coverage. (5-8-07)

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**Deleted:** Employees who resign during the contract year will reimburse the District by payroll deduction for the portion of the year they did not work (\$125 per month not completed in the employee's contract).¶

3.2.7.5. Exchange visitor teachers who have a J1/J2 visa are qualified for health insurance pursuant to 22 C.F.R. 62.14 only. J1/J2 visa exchange visitor teachers are not eligible for retirement benefits under Utah's Retirement and Insurance Benefit Act. U.C.A. 49-12-203(c).