

Insurance

Non-certified employees will be eligible for the medical insurance as provided by the school district at a shared cost between the employee and the district, as determined annually by the Ashland School Board and with the following stipulations:

- Effective July 1, 2010, all newly-hired, full school year (182 days), support staff will be eligible for a single membership in the plan offered by the district. Additional coverage may be purchased at a cost to the employee equal to the difference between the single coverage cost and the two-person or family plan cost.
- School year employees who work less than 35 hours per week will be eligible for a single membership in the plan offered by the district on a pro-rated basis commensurate with the percentage of time worked. Additional coverage may be purchased, on a pro-rated basis commensurate with the percentage of time worked, at a cost to the employee equal to the difference between the single coverage cost and the two-person or family plan cost.
- Effective July 1, 2010, all newly-hired, year-round, support staff will be eligible for a single, two-person or family medical plan offered by the district. Those employees who work less than full time will be eligible for a medical plan on a pro-rated basis commensurate with the percentage of time worked.

It is not the intent of this policy to adversely affect the health benefits current employees receive; therefore, those employees hired prior to July 1, 2010 will not experience a loss of benefits.

Individuals not covered by a collective bargaining agreement will have benefits begin and/or end on the first day of the month following their employment end/start date.

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