

Policy 3122

Certificated: Insurance

A. Health and Accident Insurance

1. The Board shall make available to educators and their dependents group insurance for hospital, surgical and extended medical benefits. In addition, the educator shall have the benefit of such group insurance during the summer vacation period and until the beginning of the next official school year, provided the educator shall have completed service for the full calendar period.
2. Only full-time professional educators are to receive the District financed insurance package. Part-time contracted educators may participate on a cost-sharing basis, the educator paying his/her pro-rate share and the District paying the balance.
3. When the employee and spouse are both employed and insured by the Box Elder County School District, the employee whose birthday comes first in the calendar year should sign up for family or couple (if no children are insured) coverage and the spouse should sign up for single coverage. This will provide "coordination of benefits" for those insured.
 - a. If both spouses are District employees eligible for insurance, the spouse who enrolls in the District plan will receive a \$1,000 HSA deposit.
 - b. Employees who enroll in the high-deductible plan will have a percentage of the savings to the District deposited into their HSA.
4. New certificated employees become eligible for insurance on September 1st. For all insurance eligible employees hired after September 1st, the eligibility date will be the date of hire.

B. Life Insurance

1. The School District will provide each educator a Life Insurance policy in the amount of \$50,000 for full-time employees and \$30,000 for part time employees with double indemnity and \$15,000 Life Insurance policy for spouse and dependent children (birth to 26 years of age). A written notice of such insurance shall be provided each educator. The policy period shall run each year from September 1 through August 31, provided the educator completes the contract

year. The policy shall become invalid upon the employee's termination, unless termination is due to health.

2. We will reduce the Life Insurance benefit for you and your spouse by the percentage indicated in the table below. This reduction will be effective on the policy anniversary date following the date you attain the ages shown below. The reduction will apply to the amount of life insurance in force immediately prior to the first reduction made.

a. Reductions also apply if:

- 1) You or your spouse become covered under the policy; or
- 2) You or your spouse's coverage increases on or after the date you attain age 65.

Percentage by which original amount of coverage will be reduced:

<u>Your Age</u>	<u>Your % Reduction</u>
65	35%
70	60%
75	75%

- b. The reduced amount will be rounded to the next higher multiple of \$500, if not already a multiple of \$500. An appropriate adjustment of the premium will be made.
3. For complete details of the Life Insurance policy, please see the Benefits Secretary.