

CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

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

The business office will administer such retirement plans, health and accident insurance, savings and annuity programs as the Board may authorize and the law may prescribe.

Workers' Compensation

District employees are covered under the Workers' Compensation Act and are entitled to its benefits under the terms of the law. Premiums for participation in the Workers' Compensation Insurance Plan are paid entirely by the school district.

Tax-Sheltered Annuities

Pursuant to the provisions of Iowa law, it is the policy of the Board to honor the written request of an employee of the district -- when such request is properly executed by the employee and filed with the secretary of the Board -- to purchase an individual annuity contract for that employee. The Board secretary is authorized to administer the existing contracts as requested, in accordance with the terms of the law and the contracts themselves. Employees may elect to make up to two changes per year.

Group Insurance

Members of the certified bargaining units will participate in a package insurance program as set forth in the labor agreements(s) with the Board.

Group insurance for all other support employees will be determined annually by the Board.

Unemployment Insurance

Under federal and state law, public school districts in Iowa are liable for unemployment benefits paid to former employees. The Board, upon the recommendation of the Superintendent, will select a method for financing the unemployment liability, maintain such records as may be required, and communicate such information to state agencies as the law may require.

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 509; 509A; 509B (1995).

Cross Reference: 411.1 Classified Employee Defined

Approved: Feb. 11, 1985
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