

INSURANCE ELIGIBILITY

The Board provides insurance benefits to eligible employees consistent with the Master Contract and Federal/Ohio law(s). Eligible employees are defined by the Master Contract and Federal/Ohio law(s). The probationary period is the period of time between the date of hire and the first of the month following a complete calendar month of service. The effective date of insurance benefits is the first day of the month following a full calendar month of service. Qualifying events to change elections/coverages are outlined in the District's Section 125 Plan in accordance with IRS regulations. Insurance benefits will cease at the end of the month in which ineligibility (i.e. resignation, termination, leave of absence, etc.) occurs.

This policy will be communicated to employees in the following ways: posted on the Treasurer's page of the District website, included in "new hire" packets, supervisors will refer employees to the Treasurer's office if questions arise, and recommunicated during the exit process.

Employees are required to sign a sheet stating that they were provided, have read, and understand the policy.

The District adheres to the requirements of applicable Federal and Ohio laws.

Additional information is contained in regulations which follow this policy.

[Adoption date: December 17, 2018]

CONTRACT REF.: Master Agreement