

NORTH PENN SCHOOL DISTRICT

School Board Policy

4148(a)

PERSONNEL

Support Staff

Benefits Eligibility

Definitions

“Benefits” – medical insurance, prescription drug insurance, group life insurance, supplemental life insurance, short term disability insurance, dental insurance, vision insurance and flexible spending accounts.

“New part-time employee” – an employee hired on or after November 1, 2014, who works, on average, less than thirty (30) hours per week.

“Grand-fathered part-time employee” – an employee hired prior to November 1, 2014, who works between 500 and 899 hours per year.

“New full-time employee” – an employee hired on or after November 1, 2014, who works, on average, thirty (30) hours or more per week.

“Grand-fathered full-time employee” – an employee hired prior to November 1, 2014, who works, on average, twenty-five (25) hours or more per week.

“Part-time benefits” – benefits provided to grand-fathered part-time employees with an employer contribution of 50% of the single coverage rate for the designated core medical plan.

“Full-time benefits” – benefits provided to new full-time and grand-fathered full-time employees with an employer contribution as determined by the employer or collective bargaining agreement for the designated core medical plan and any other applicable insurance coverages.

Benefit Eligibility

Benefits for employees shall be determined in accordance with Board policy or resolution, the terms of an applicable collective bargaining agreement or individual contract, Federal law or State law.

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4148(b)

Effective November 1, 2014, newly hired employees must work, on average, a total of thirty (30) hours or more per week in order to be eligible for benefits. Employees hired on or after November 1, 2014, working an average of less than thirty (30) hours per week are not eligible for benefits described in the definitions section above.

Grand-fathered full-time employees shall continue to be eligible for full-time benefits provided that they continue to work, on average, twenty-five (25) hours or more per week. Should the hours of the grand-fathered full-time employee drop below an average of twenty-five (25) hours per week, then the employee shall only be eligible for part-time benefits if the employee works 500 or more hours per year.

A grand-fathered part-time employee, whose status changes, must meet the definition of a new full-time employee in order to be eligible for full-time benefits.

Policy:

Adopted: October 16, 2014

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