

Health and Additional Benefits

Health benefits are available to employees regularly scheduled to work at least twenty hours a week and to members of the ESD 112 Board of Directors through any such plan as may be approved by the Board of Directors within the range provided by law.

The ESD will contribute toward approved medical, dental, vision and VEBA plans for employees as follows:

1. Full allotment - regular full-time certificated employees and regular administrative and classified employees assigned to positions that require at least 1,440 hours
2. Partial prorated allotment - regular part-time certificated employees and eligible regular part-time classified employees who work less than 1,440 hours, prorated according to the number of hours the employee is assigned to work.

Premiums due on health benefits for participating Board members will be borne by the Board member.

Dental and Vision Insurance

Dental and vision insurance is available to regular full-time and regular part-time employees enrolled in a medical plan, and to members of the ESD 112 Board of Directors, through any such dental plan as may be approved by the Board of Directors.

Medical Insurance

Medical insurance is available to regular full-time and regular part-time employees, and to members of the ESD 112 Board of Directors, through any such plan as may be approved by the Board of Directors within the range provided by law.

Enrollment must be within thirty (30) days of employment, or initial Board term, or during the annual open enrollment period.

Life, Long Term Disability, and Accidental Death & Dismemberment Insurance

Life, long term disability, and accidental death and dismemberment insurance is available to employees working at least one-half time and to members of the ESD 112 Board of Directors through any such plan as may be approved by the Board of Directors.

Enrollment must be within thirty (30) days of employment.

Section 125 Flexible Benefit Program

Flexible benefit programs are available to eligible employees.

Tax-Sheltered Annuities

An employee may participate in such tax-sheltered annuity plan or plans as may be approved by the Board of Directors as outlined in RCW 28A.400.250

Tax-Deferred Compensation

An employee may participate in such tax-deferred compensation plan or plans as may be approved by the Board of Directors as outlined in RCW 28A.400.240

Continuation Coverage

Continuation coverage for ESD sponsored group health plans will be made available to employees in compliance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

Employees and their dependents become eligible for benefits under COBRA for one of the following reasons:

- A. termination of employee for reasons other than gross misconduct;
- B. a reduction in the employee's work hours, so that he/she falls below the insurance eligibility requirements;
- C. eligibility of the employee or spouse for Medicare;
- D. death of the employee;
- E. divorce or legal separation; or
- F. ineligibility of dependent children because of age limitations.

Employees who meet one of the criteria in this policy may elect to remain covered under ESD's group health insurance plans for up to eighteen (18) months and dependents may remain covered for up to thirty-six (36) months.

Administration of COBRA continuation coverage will be in accordance with guidelines established in the Consolidated Omnibus Budget Reconciliation Act of 1985.

Note: Classified employees working .50 benefit FTE prior to April 30, 2015, who were offered and who accepted health benefits will continue to receive health benefits.

Legal References: *RCW 28A.400.250 Tax deferred annuities – Regulated company stock.*
RCW 28A.400.240 Deferred compensation plan for school district or educational service district employees - Limitations.

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