



Health Benefits Eligibility Governance Council Policy #2005.3

The following guidelines will be used to determine eligibility for medical, prescription drug, vision, dental and basic life insurance benefits:

All full-time (1.0 FTE) employees must enroll in a plan and will have benefit premiums paid by the school, up to the set cap amount.

To be eligible to enroll, employees must be considered at least .50 FTE based on their assigned duties. Employees (.60 FTE – 1.0 FTE) will have benefits paid by GECS, up to the set cap amount, on a pro-rated basis.

Employees (.50 FTE - .59 FTE) may enroll in a plan but will be responsible to pay the full plan premium each month through payroll deduction.

All employees enrolled in a benefit plan will be responsible to pay any remaining premium balance, not paid by the school, through payroll deduction.

| Eligibility for Enrollment in Group Health Benefits for GECS Employees | | | |
|---|--------------------|------------------------------------|-------------|
| | Eligible to Enroll | Pro-rated Amount Paid By School | Must Enroll |
| 100% FTE | Yes | Yes | Yes |
| 60% - 99% FTE | Yes | Yes | No |
| 50% - 59% FTE | Yes | No | No |

If an employee who was previously ineligible becomes eligible, he/she may enroll on the first of the month following the date of that status change. If an employee drops below full-time for more than 30 days, their benefits will be pro-rated and they will be responsible for a percentage of their benefit costs.

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