

Willow Creek Academy

Board Policy 2150

Benefits: Health Insurance Opt-Out Policy

Employees who work a minimum of 35 hours per week and who can verify that they have qualifying coverage elsewhere may opt out of the Willow Creek Academy ("School")-provided medical, dental, and vision insurance program.

For purposes of this policy, the definition of an "eligible employee" and "qualifying coverage" shall be defined as per the contract with the School's current insurance carrier.

An employee who chooses to opt-out must sign a waiver of coverage agreement provided by the School verifying the employee has qualifying coverage provided by another entity. If the qualifying coverage terminates for any reason, the employee must notify the School of such occurrence immediately (as soon as the employee learns of the termination date of the qualifying coverage).

An eligible employee must then either opt back into the School-provided medical, dental, and vision insurance, or must provide the School with proof of a different qualifying coverage plan. In the event the employee wishes to opt back in to the School's insurance plan(s), such election is governed by the policy rules as stated by the insurance carrier. In the event the employee obtains new qualifying coverage, he or she must also sign a new waiver of coverage agreement.

As the School's insurance carriers update their policies, those changes may be reflected or change the policy.

Adopted: 2/11/09

Amended: 4/19/18

Amended: