

# SMYRNA SCHOOL DISTRICT

## District Policy

**Article:** 3000 Business & Non-Instructional Operations

**Title:** Payment of Health Insurance Charges for Exempt Employees

**Policy #:** 3120.2

### **Purpose**

Financial Management Series: Policy on contributions towards benefits of exempt employees.

### **PAYMENT OF HEALTH INSURANCE CHARGES FOR EXEMPT EMPLOYEES**

Smyrna School District will pay the employee contribution for health insurance for exempt employees electing to participate in the State of Delaware Group Health Insurance Program. Exempt employees eligible for double state share may be granted an exemption from the “birthday rule” and carry the benefits.

The employee contribution is established by the State and will vary based upon the plan and coverage selected.

The district will not pay the employee contribution for dental, vision, or other benefits offered by the State.

Approved by Board of Education, May 18, 1994  
Revision approved by Board of Education, March 16, 2016  
Revision approved by Board of Education, November 15, 2017