

**SUBJECT: HEALTH INSURANCE COVERAGE FOR SUBSTITUTES AND OTHER VARIABLE AND PART-TIME DISTRICT EMPLOYEES**

The WSWHE BOCES acknowledges that health insurance coverage through Health Insurance Plans offered by the BOCES is made available to employees of the BOCES pursuant to various collective bargaining agreements and/or existing BOCES policies.

For employees who are not eligible for health insurance coverage pursuant to the eligibility requirements in the applicable collective bargaining agreements or pursuant to existing policies, and who are determined by the BOCES to be eligible per the Affordable Care Act by having met the minimum criteria of hours worked during the measurement period as determined by the District, the School District will offer such employees health insurance coverage through the WSWHE Counties Health Insurance Consortium Trust Alternate PPO Plan, or similar BOCES selected plan, provided such employees pay 100% of the premiums for such health insurance coverage. Such coverage will be available for as long as the employee remains eligible during the stabilization period.

Payment of the premiums shall be made directly to the BOCES, or at the BOCES sole discretion, may be made by payroll deduction, but must be made prior to the month for which the employee will have such health insurance coverage. The BOCES reserves its right to modify or eliminate this policy at any time.

**Adopted: November 9, 2016**