

*Adopted: 02/19/2015*

*Orig. 2015  
Rev. 2017*

*Revised: 02/15/2017*

## **609 HEALTH BENEFITS**

### **1. PURPOSE**

- 1.1. This policy is to provide Aurora Charter School employees health benefits as long as an employee maintains employment with Aurora Charter School as a full time (30+ hours per week) employee.
  - 1.1.1. Family plans are also available to the employees as an optional purchase plan.
  - 1.1.2. Aurora Charter School management can elect to pay part or all of the health insurance premium for all full-time employees dependent upon their chosen health insurance plans.
  - 1.1.3. Aurora Charter School management can elect to pay part or all of the health insurance premiums for full-time employees' dependents.

### **2. GENERAL STATEMENT**

- 2.1. An open enrollment period for current staff will be held each year and documentations per the Affordable Care Act distributed to employees. All plan information will be outlined and employees will be given as much time as possible to elect coverage. New employees will have 30 days to elect benefits.
- 2.2. Renewal policies will be renewed as of March 1 of each year.

### **3. SEALED BID PROCEDURES**

- 3.1. Aurora Charter School will work with a broker who will seek proposals for group health insurance from at least 3 sources at least every two years.
- 3.2. The broker will present the multiple options to the Aurora Charter School board. The process is a sealed bid process, that bids are opened at the same time and makes the bids public data after being opened.
- 3.3. The board will make a decision on the plan that best fits Aurora Charter School, and then the health plan will be introduced to the Aurora Charter School employees.