

# MONTGOMERY AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: EMPLOYEE HEALTH  
INSURANCE PREMIUM  
CO-PAY

ADOPTED: June 22, 2004

REVISED: June 3, 2008

<p>1. Purpose</p> <p>2. Guidelines</p>	<p style="text-align: center;">328.1. EMPLOYEE HEALTH INSURANCE PREMIUM CO-PAY</p> <p>It is the purpose of this policy to establish an administrative employee health insurance premium co-pay for those administrative employees not represented by a certified bargaining unit or Act 93 agreement.</p> <p>Each nonprofessional, nonrepresented administrative employee's fiscal/year co-pay shall be equal to the co-pay of the nonprofessional certified bargaining unit.</p> <p>Each professional, nonrepresented administrative employee's fiscal year co-pay shall be equal to the co-pay of the professional bargaining unit.</p> <p>Each professional and nonprofessional, nonrepresented administrative employee may choose to remain in the Traditional Plan with payroll deductions for the difference in cost between that Plan and the PPO Plan offered through the LCIC. The deductions shall be in addition to the co-pay provision.</p> <p>This co-pay shall be through payroll deduction over twenty-six (26) or twenty-seven (27) pay periods unless the administrative employee is paid fewer pays due to work schedules. It would then be divided equally over the fewer pays.</p> <p>References:</p> <p>Board Policy – 615, 813</p>
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