

It is the policy of Minidoka County Joint School District No. 331 to offer a comprehensive benefits package to eligible employees of the district who meet established criteria. The employee benefits package may include the Public Employee Retirement System of Idaho, standard district health, dental, vision and life benefits, and leave and/or vacation time as eligible.

Regular Employees:

The following provisions will assist in the implementation of this policy:

1. Classified employees working less than twenty (20) hours per week are not eligible to participate in any benefits.
2. Certified employees who are scheduled with a -49% FTE contract may participate in the standard district employee benefit package as outlined in provision 5 below.
3. Substitutes are not eligible to participate in any benefits. Idaho Code exempts substitutes from the definition of employee.
4. Employees working twenty (20) or more hours per week for five (5) consecutive months shall participate in the Public Employee Retirement System of Idaho (PERSI).
5. Employees who work more than twenty (20) hours, but less than thirty (30) hours per week for five (5) consecutive months may elect to participate in the standard district employee benefit package on a shared cost basis as follows: at least twenty (20) hours/week but less than thirty (30) hours/week - District provides fifty percent (50%) of the package cost.
6. Employees who work thirty (30) hours or more per week for five (5) consecutive months shall participate in PERSI and are eligible for the standard district offered employee benefit package paid in full by the District.
7. Employees who work forty (40) hours and are employees on twelve (12) month assignments shall participate in PERSI; are eligible for the standard district offered employee benefit package paid in full by the District; and are eligible for annual paid vacation, after one year of continuous employment (according to the Policy #542.90 Vacation Full-time Classified Personnel).

Returning Retired Employees:

In the event a returning retired employee is not already covered by District benefits through PERSI, the employee may be eligible for district health/dental/vision and life insurance benefits.

1. Returning Retired Employees working less than twenty (20) hours per week are not eligible to participate in any benefits.
2. Returning Retired Employees who are scheduled with a 49% FTE contract may participate in the standard district employee benefit package as outlined in provision 3 below.
3. Returning Retired Employees who work more than twenty (20) hours, but less than thirty (30) hours per week for five (5) consecutive months may elect to participate in

the standard district employee benefit package on a shared cost basis as follows: at least twenty (20) hours/week but less than thirty (30) hours/week - District provides fifty percent (50%) of the package cost.

4. Returning Retired Employees who work thirty (30) hours or more per week for five (5) consecutive months are eligible for the standard district offered employee benefit package paid in full by the District.



LEGAL REFERENCE: Idaho Code Section 59-1302 (14) (B)

ADOPTED: October 1993

AMENDED/REVISED: March 15, 2000; August 21, 2000; August 21, 2006; September 21, 2009; September 20, 2010; July 19, 2019; August 19, 2019