

- CLASSIFIED PERSONNEL -

### Insurance

#### INSURANCE

The Board shall provide unemployment insurance, workers' compensation, and liability insurance for all classified personnel. In addition, the State provides group health and life insurance to employees who are eligible as determined by Kentucky Administrative Regulation.<sup>1</sup>

The Superintendent shall establish procedures to implement requirements of the Affordable Care Act (ACA). For purposes of requirements relating to whether employees are considered "full-time" under the ACA, the Board establishes the following measurement period.

- The ACA-related standard measurement period for the District is October 3 through October 2 (Beginning October 3, 2013).
- The ACA-related administration period for the District is October 3 through December 31 (Beginning October 3, 2014).
- The ACA-related stability period for the District is January 1 through December 31 (Beginning January 1, 2015).

The same periods set forth above will apply for subsequent years beginning October 3, 2014 unless modified by the Board.

For employees hired after October 3, 2013, the following measurement periods shall apply:

- Initial Measurement period: A period of 12 months which shall begin the first day of the first month following the employee's start date;
- Initial Administrative Period: A period of 30 days to begin immediately after the initial measurement period;
- Initial Stability Period: A period of 12 months to begin immediately after the administrative period.

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#### WORKERS' COMPENSATION

Employees who qualify for workers' compensation benefits following an assault and injury, while performing assigned duties, should refer to policy 03.223.

Employees who qualify for Workers' Compensation may be offered the opportunity to participate in an Early Return to Work Program. Transition employment need not be in the same job classification or location, but must comply with the treating physician's restrictions and amendments until the participating employee achieves maximum medical recovery.

#### REFERENCES:

<sup>1</sup>702 KAR 1:035

P. L. 111-148 (Affordable Care Act)

Consolidated Omnibus Budget Reconciliation Act

Kentucky Constitution (Section 3); KRS 161.155; KRS 342.730(6)

#### RELATED POLICIES:

03.2211, 03.223, 03.22322, 03.2241, 03.24