

Policy Title: <p style="text-align: center;">Insurance</p>	Revised Date <p style="text-align: center;">6/8/10</p>
<p style="text-align: center;">Group Insurance</p>	Policy Number <p style="text-align: center;">412.1</p>

Group health, life, and dental insurance premiums may be deducted from the salaries of personnel. The School District shall contribute toward the amount of the premium. The amount of insurance premium, which the District shall contribute, shall be determined annually.

Only those employees working a minimum of twenty hours per week are eligible for the District contribution on the above-mentioned insurance. Regularly employed staff working less than 20 hours per week are not eligible for this benefit. Substitutes and temporary/seasonal staff are not eligible for this benefit.

School employees shall be responsible for accident prevention. The District loss prevention program has the full support of management. Each employee will be required to cooperate fully for his/her own welfare and protection.

Employees are required to provide the District with a work release from their physician prior to returning to their position. If restrictions apply, the employee shall be responsible to provide an updated medical report every six (6) months.

The District reserves the right to reassign staff to prevent further possible injury if deemed appropriate by the supervisor.

Every reasonable effort shall be made by the District to allow injured employees to continue working in some capacity. However, if an employee is unable to work or return to his/her regular capacity for six (6) months, the District may terminate his/her employment.

Any employee failing to follow proper procedure within the District safety program may be suspended from his/her position for as much as two weeks at the discretion of the District.