

POLICY GBGF

Board of Education Las Cruces Public Schools

Related Entries: GBGF-R

Responsible Office: Associate Superintendent for Operations

Applicable To: Union Certified Employees Union Classified Employees Non-Union Employees All Employees

STAFF INSURANCE

I. PURPOSE

To provide all eligible school district employees with an insurance program.

II. DEFINITION

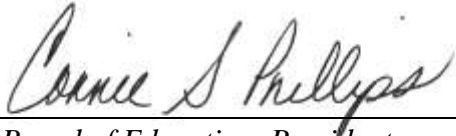
1. “*Eligible employee*” is an employee of Las Cruces Public Schools who works at least 50 percent of the hours required of a full-time school district employee per week in a particular job category. If two employees are in a job sharing arrangement, only one is entitled to benefits/insurance.

III. POSITION

- A. This Policy applies to all district employees (faculty and staff), unless specifically preempted by the provisions of an applicable collective bargaining agreement covering the district employee. The district employee is directed to the provisions of the applicable collective bargaining agreement on this topic for further guidance and possible changes or additions to this Policy as applied to the district employee.
- B. The insurance program shall include medical, dental, vision, life insurance, workers’ compensation and long-term disability benefits, in compliance with state statute, §22-29-2 NMSA 1978, NMAC 6.50.1. The school district shall participate in the New Mexico Public Schools Insurance Authority, unless the Board of Education is granted a waiver from participation, §22-29-9 NMSA 1978.
- C. The school district shall devise procedures for the enrollment of qualified employees in its insurance programs.
- D. The Superintendent shall ensure that group insurance contributions are paid at least at the minimum percentages set by state statute, §22-29-10 NMSA 1978.
- E. The school district shall determine eligibility requirements and procedures for employees to receive workers’ compensation insurance, §52-1-1 NMSA 1978.
- F. The Superintendent of Schools shall promulgate a regulation for the enforcement of this policy.

IV. REVIEW

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



Board of Education, President

February 15, 2011

Date Approved

History: Formerly Policy 234; revised 11.22.95; reviewed 10.17.2000; 1st reading 12.14.10; 2nd reading 1.18.11; 3rd reading 02.15.11

Legal Reference: §22-29-2 NMSA 1978; §52-1-1 NMSA 1978; 6.50.1 NMAC; §22-29-9 NMSA 1978