

FIT Academy

428 EMPLOYEE HEALTH INSURANCE POLICY

I. PURPOSE

The purpose of this policy is to comply with the group health insurance requirements set forth in Minnesota Statutes, 124E.12, subdivision 5.

II. GENERAL STATEMENT OF POLICY

The FIT Academy (FIT) will follow the guidelines set forth in Sections III and IV when procuring group health insurance coverage for FIT employees.

III. REQUESTS FOR PROPOSALS

FIT will request sealed proposals for group health insurance coverage from a minimum of three sources at least once every two years.

IV. SEALED PROPOSAL PROCESS

FIT will use a sealed proposal process for the purchase of group health insurance coverage. All sealed proposals will be opened at the same time. Upon the openings of the proposals, the proposals become public data.

- A.** The FIT Executive Director will receive and open all sealed proposals on a date specified.
- B.** The Executive Director will make a recommendation to the FIT Board of Directors (BOD) regarding which bid appears to be in the best interest of FIT.
- C.** The BOD will review and vote on the Executive Director's recommendation.
- D.** If the BOD approves the Executive Director's recommendation, the Executive Director will notify FIT employees covered by group health insurance of the changes in group health insurance (if any) prior to the effective date of the group health contract.

V. ELIGIBILITY

Only full-time employees at FIT Academy will be eligible for benefits. Full-time employment is defined as at least 32 hours per week for the school-year for non-exempt employees. Exempt employees with an FTE contract of at least .8.

VI. INSURANCE GROUPS

For the purpose of health insurance, FIT Academy will enroll employees in the Standard Group or the Leadership Group. In order to qualify for the Leadership Group, employees will need to be in what is considered a leadership role AND have either 15 or more years of experience in full-time K-12 education OR be in a leadership role AND have been employed at FIT for at least 5 years.

VII. WEBSITE

This policy will be posted on FIT's website.