



4405.1: PAYROLL DEDUCTION HEALTH, DENTAL, VISION, SUPPLEMENTAL VOLUNTARY HEALTH, LIFE, LONG-TERM DISABILITY, HEALTH SAVINGS ACCOUNTS, AND SECTION 125 ACCOUNTS

The District provides eligible employees with the opportunity to participate in group health, dental, vision, supplemental voluntary health benefit offerings, life insurance, long-term disability insurance programs, Health Savings Accounts, and Section 125 flexible spending accounts according to collective bargaining agreements between the District and the organizations representing each employee group, or as provided for by salary, wage and benefit plans adopted by the Board for employees not covered by a collective bargaining agreement.

When full premiums are not paid by the District, the employee shall pay his or her share of the premiums through payroll deduction in order to be eligible for the benefit. Failure by the employee to pay required premium(s) shall result in termination of coverage for any elected benefit(s).

Date of Adoption

September 4, 1984

Date of Revision

February 3, 1992

January 18, 1999

March 7, 2005

November 6, 2017

October 7, 2024

Reaffirmed

December 19, 2011

January 23, 2023

Related Policies and Rules

[4405: Payroll Deductions](#)

Legal Reference

Neb. Rev. Stat. §§36-213; 44-762; 44-1615