



Health Benefits for Guest Teachers in accordance with the Affordable Care Act (updated July 1, 2018)

Due to the nature of substitute teaching consisting of variable hours, under the Affordable Care Act, we track hours worked to see if each guest teacher works enough hours to be eligible for benefits.

NEW AND CURRENT GUEST TEACHERS:

- Hours will be tracked and calculated for a 12 month period to confirm enough hours have been reached in order to be eligible for Health Benefits (if eligible, Health Benefits would start on the 13 month).
 - Guest Teachers must work an average of at least 20 hours per week to be eligible for Health Benefits.
 - Guest Teachers who work an average of 30 hours or more per week and hourly rate is under \$25.00 per hour will receive a subsidy discount of \$100.00 per paycheck for medical insurance.
- Full Time Guest Teachers that are expected to work 40 hours per week are eligible for benefits the first day of the month after their hire date.

RETIRED (DPS) GUEST TEACHERS:

- DPS Teachers that retire within one year of the current school year will automatically be eligible for Health Benefits the first day after returning to work as a guest teacher. (Retired teachers outside of DPS would be grouped under the new and current Guest Teachers guidelines)
 - Retired (DPS) Guest Teachers who worked an average of 30 hours or more per week and hourly rate is under \$25.00 per hour will receive a subsidy discount of \$100.00 per paycheck for medical insurance
- DPS Teachers that have been retired over a year would be grouped under the new and current Guest Teacher guidelines

DPS TEACHERS OR PARA TRANSFERS WHO BECOME GUEST TEACHERS:

- Teachers or Paras who become a Guest Teacher within one year of the current school year and were classified as a .75 FTE are automatically eligible for Health Benefits the first day of the month after the start of the school year.



Discover a World of Opportunity™

- Teachers or Paras classified as .75 FTE and hourly rate is under \$25.00 per hour will receive a subsidy discount of \$100.00 per paycheck for medical insurance.
- Teachers or Paras who become a Guest Teacher within one year of the current school year and were classified as .5 up to .74 FTE are automatically eligible for Health Benefits the first day of the month after the start of the school year. (NOTE: .5 up to .74 FTE Teachers or Paras are not eligible to receive the subsidy discount)

LTS TRANSFERS WHO BECOME GUEST TEACHERS:

- Long Term Substitutes (LTS) who transfer into a guest teacher position, were previously eligible for Health Benefits and therefore are automatically eligible for Health Benefits in the new role of a guest teacher starting the first day of the month after the start of the school year
 - LTS that worked and the hourly rate is under \$25.00 per hour will receive a subsidy discount of \$100.00 per paycheck for medical insurance

For more information contact:

Sam Lombardo

Benefits Administrator

SAMUEL_LOMBARDO@dpsk12.org