

## **BP 4154/4254/4354 – ALL PERSONNEL - HEALTH AND WELFARE BENEFITS**

The district shall provide health and welfare benefits for certificated and classified employees in bargaining units. Benefits for employees who are not in bargaining units shall be the same unless otherwise specified by School Board action or individual contract in accordance with negotiated employee agreements.

The Superintendent or designee shall advise all employees of their rights and responsibilities related to continuing their health insurance benefits when their eligibility changes.

*(cf. 3530 - Risk Management)*

*(cf. 4141/4241 - [Negotiated Agreement](#))*

*Legal Reference:*

ALASKA STATUTES

[23.40.070](#) Declaration of Policy (PERA)

CONSOLIDATED OMNIBUS RECONCILIATION ACT

[Public Law 99-272](#)

*Revised 12/2025*

**9/92**