



TO: DFUT members
FROM: K. Slentz, Superintendent
DATE: 5 June, 2025

RE: DFUT member health insurance coverage in summer months under current
SWSCHP Rules

The district collects twelve (12) months of health care premium contributions (HCPC) for DFUT members in the twenty (20) paychecks from September to June each year. Because of this, coverage takes different forms depending on the employee's category as follows:

Category 1 – New Employees: HCPC for all new employees are prorated based on the board-approved start date of their employment.

Category 2 - Returning Employees: For employees returning to the district after an approved leave-of-absence (e.g., parenting leave) the district covers the employee's HCPC during the summer months, and then recoups this payment between September and June. (12 months' worth of premiums over 20 pays.)

Category 3 - Resigning Employees: Employees resigning at the end of the school year may do so with an effective date of August 1, which will allow health care coverage through August 30. Category 3 employees pay 2/12s of the HCPC for July and August.

Category 4 - Resignation in Lieu of Termination Employees: Because health care coverage runs from July 1 - June 30 each year, Category 4 employees are no longer covered after June 30. COBRA will be offered.

Should you have any questions, please do not hesitate to contact us.