



# Employee Childcare Reimbursement Benefit Program

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(05/12/2021)

## **Purpose:**

The Independence School District Employee Childcare Reimbursement Benefit Program (“Benefit Program”) was established to provide eligible ISD employees the opportunity to enroll their children in District-sponsored childcare programs, Kids’ Safari and the District’s Early Education programs, at a reduced cost. To that end, the District offers all eligible employees the opportunity to apply for reimbursement for up to 75% of the cost of enrolling their child or children in District-sponsored childcare programs. ([Childcare Reimbursement Examples](#))

## **Eligibility:**

To participate in the Benefit Program, an ISD employee must meet the following eligibility criteria:

1. Employee must be a current ISD employee, work for ISD at least 25 hours per week, and eligible to receive benefits through ISD (employed by ISD for at least 30 days);
2. Employee must reside within the boundaries of the ISD;
3. Employee must own their residence and Employee’s name must be on the residence title;
4. Employee must be the parent or legal guardian of the child or children to whom the enrollment reimbursement is to be applied;
5. The child or children to whom the enrollment reimbursement is to be applied must be enrolled full-time in ISD school(s) and taking part in full-time in-person learning and enrolled in a Kid’s Safari Program (excluding drop-in or emergency care), or, where applicable, enrolled in one of the District’s Early Education Programs; and
6. The child or children to whom the enrollment reimbursement is to be applied must maintain a minimum attendance record of 90% within the District sponsored childcare program in which they are enrolled while the regular school year is in session.

An employee’s eligibility to participate in the Benefit Program stops when his or her employment ceases. For teachers, eligibility to participate in the Benefit Program ceases at the conclusion of their contracted teaching duties.

ISD retains the right to vary eligibility requirements at any time and for any reason.