Is the Employee a Student?

**YES**

**PERSI:**
20 hour rule does not apply as not PERSI benefit eligible

**ACA (Health Insurance) Rules:**
Cannot average more than 30 hours per week between May 1st – April 30th

**NO**

**PERSI:**
Cannot work more than 20 hours per week for 5 months (benefit eligible)

**AND/OR**

**ACA (Health Insurance) Rules:**
Cannot average more than 30 hours per week between May 1st – April 30th

*Please refer to Policy 3.139 and Policy 3.106*