

- I. The School Board may pay an employee's normal health insurance contribution as provided herein (or insert the District's procedures).
 - A. The health insurance premium for one (1) month may be paid when an employee enters a non-pay leave status. The employee shall be provided an opportunity to continue the total health insurance payment, after the School Board's one (1) month contribution, for a period not to exceed twelve (12) months while on non-pay leave status.
 - B. The health insurance premium may be paid when an employee enters a non-pay leave status involving a workers' compensation claim. The normal contribution shall be paid until the employee is released to return to work or a settlement is reached in the workers' compensation case through regular channels.
 - C. Any employee who is on unpaid sick leave or unpaid approved family leave will receive up to a maximum of twelve (12) weeks of Board portion of health insurance per insurance fiscal year. This rule is in compliance with the Family and Medical Leave Act of 1993. Twelve weeks will equal three cumulative Board portions which will occur when missing three paychecks with Board portions.
- II. A School Board member or employee who is a Florida resident and a member of the Florida National Guard or a reserve in any branch of the United States military and who is called into active military duty is entitled to health insurance pursuant to the provisions and conditions prescribed in Section 250.341, Florida Statutes.
- III. The School Board shall not pay the contribution for dependents who are included in the employee's health insurance premium. This contribution shall be paid by the employee.
- IV. Retired School Board personnel and their eligible dependents may continue to participate in the current group health insurance program of the District provided the person enrolls immediately upon retirement from active employment or termination from DROP and continues coverage without interruption. Retirement shall mean application for and receipt of retirement benefits under any Florida Retirement System plan. Employees who participate in the "Investment Plan" under the Florida Retirement System are not eligible to continue the group health insurance as a retiree unless they have met the requirements for retirement under the "Pension Plan" of the Florida Retirement System. The health insurance coverage shall be identical to that offered to School Board employees. Health insurance premiums for continued participation shall be paid by the retiree. The school board may choose to pay a portion of the cost of the retiree's health

insurance premium. Retirees may not return to the group health insurance plan once there has been an interruption of continued services.

STATUTORY AUTHORITY: 1001.41, 1012.22, 1012.23, F.S.

LAW(S) IMPLEMENTED: 112.0801, 250.341, 1001.43, F.S.

HISTORY: ADOPTED: 6/12/2007
REVISION DATE(S): 6/15/09
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