

## CHAPTER 6.00 - PERSONNEL

### Health Insurance Premiums – Leave or Retirement

6.24

1. Payment Authorized. The School Board may pay the normal health insurance contribution for an employee on authorized leave as provided herein:
  - 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 worker's compensation claim. The normal contribution shall be paid until the employee is released to return to work or a settlement is reached in the worker's compensation case through regular channels.
  - c. Any employee who is on Family Medical Leave Act Leave will receive up to a maximum of twelve weeks of the Board's portion of health insurance per fiscal year, in compliance with the Act.
  - d. An employee who is on unpaid medical leave shall be responsible for the entire premium after expiration of the one (1) month period referred to in Section 1.a.
2. Military Service. School Board members and employees who are a Florida resident and a member of the Florida National Guard or a reserve in any branch of the United States military and who are called into active military duty are entitled to health insurance pursuant to the provisions and conditions prescribed in Florida Statute 250.341.
3. Retirees. 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 and continues without interruption. The health insurance coverage shall be identical to that offered to School Board employees. The retiree's contribution to the health insurance premiums for continued participation shall be as set by the Board and shall be paid by the retiree and / or as provided in the School Board approved health insurance plan.

**STATUTORY AUTHORITY:** 1001.41, F.S.

**LAWS IMPLEMENTED:** 112.0801; 250.341; 340.33, F.S.

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### **HISTORY:**

**Formerly rule 6.321**

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