

CHAPTER 6.00 - PERSONNEL

Health Insurance Premiums – Leave or Retirement

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1. Guidelines. The following guidelines apply regarding payment of the normal health insurance contribution for an employee who is on authorized leave as provided herein:
 - a. The health insurance premium will be paid when an employee enters unpaid leave status involving a worker's compensation claim. The School Board will continue to pay the Board's portion of their insurance. The employee is still responsible for their portion of the insurance premiums. If the employee is continuing to receive their salary during their leave, the premiums will be deducted as usual. 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.
 - b. Any employee who is on Family Medical Leave Act ("FMLA") 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. If the employee goes on unpaid FMLA leave, the employee is responsible for the employee portion of their premium.
 - c. An employee who is on a Board-approved non-FMLA unpaid leave shall be responsible for both the Board portion and employee portion of the premium. When the employee goes on unpaid status, they shall be provided the opportunity to continue their total health insurance for a period not to exceed 12 months.
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.

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STATUTORY AUTHORITY: 1001.41, F.S.

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

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