

HEALTH INSURANCE PREMIUMS

6.321

- I. The School Board may pay an employee's normal health insurance contribution as provided herein.
 - A. The health insurance premium for one (1) month may be paid when an employee enters a nonpay 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 nonpay leave status.
 - B. The health insurance premium may be paid when an employee enters a nonpay 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 worker's 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 (12) weeks will equal six cumulative Board portions which will occur when missing six (6) paychecks with Board portions. To maintain insurance coverage while on FMLA leave, an employee will need to continue to make normal contributions to the cost of health insurance premiums.
- 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 may contribute for dependents who are included in the employee's health insurance premium.

- 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 with the School Board and continues coverage without interruption. 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.

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

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

HISTORY: **ADOPTED:** _____
REVISION DATE(S): 10/10/2023
FORMERLY: 7.16, 7.42