

INSURANCE AND ANNUITIES MANAGEMENT:
HEALTH AND LIFE INSURANCE

CRD
(LOCAL)

~~BOARD
APPROVAL~~

~~The District's employee group health insurance program and any additional health or life insurance program shall be approved by the Board on recommendation of the Superintendent. Any insurance programs may be made available on a payroll deduction basis.~~

DISTRICT
CONTRIBUTION

The Board annually shall determine its contribution to employees' health benefits—insurance premiums **as part of the budget development and adoption process. For purposes of the District contribution to employees' health insurance premiums, the Board may distinguish between full-time and part-time employees, as those terms are defined for other benefits.** Given financial needs of the health benefits plan, the Board may, at any time necessary, adjust premiums to ensure soundness of the plan. The Board may require that the employees share the cost of the premiums. ~~The Board may distinguish between full-time and part-time employees, as those terms are defined for other benefits, for purposes of its contribution to employees' health insurance premiums.~~

~~PAID LEAVE AND
FAMILY
MEDICAL LEAVE
CONTINUATION
COVERAGE~~

~~The District shall continue to contribute any portion of the employee's premium it usually pays for an employee's group health insurance while the employee is receiving District paid leave benefits to which he or she is entitled under District policy and while the employee is using unpaid family medical leave. [See DEC (LOCAL)] The District shall not expend public funds for group health insurance coverage of an employee who is not receiving paid leave benefits or compensation from the District, except as required by the Family and Medical Leave Act. **its contribution toward the cost of the employee's group health insurance coverage while the employee is on paid leave or on paid family medical leave. (See DEC)**~~

The district shall not otherwise expend public funds for group health insurance coverage of an employee who is not on paid leave status. An employee not on paid leave, at his or her own expense, shall be offered coverage as specified in the District's group health insurance plan.

UNPAID
LEAVE OF
ABSENCE

~~When an employee is placed on unpaid leave of absence (other than family and medical leave) after paid leave is exhausted, the employee shall be allowed to continue the group health insurance at his or her own expense, by paying premiums in advance, for a period not to exceed six months. If at the end of that period, the employee is still on an unpaid leave of absence, COBRA coverage shall be offered.~~

RISK POOL

The District shall establish a ~~Risk Pool~~ **risk pool**. **Coverage shall be provided through the risk pool.** ~~and the coverage referred to in this policy shall be provided through said Risk Pool.~~

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