

INSURANCE AND ANNUITIES MANAGEMENT:
HEALTH AND LIFE INSURANCE

CRD
(LOCAL)

DISTRICT
CONTRIBUTION

The Board annually shall determine the District's contribution to employee health 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.

INSURANCE
PROGRAM

The District shall contribute toward health benefits premiums for individual employees who are on regularly assigned jobs. Regularly assigned job for purposes of this policy is defined as a position with the District that requires at least 20 hours work per week and at least 176 days of service in a school year.

Employees may elect to include and pay the premiums for dependents in their families. Additional premiums for dependents shall be deducted as payroll deductions.

PAYROLL
DEDUCTIONS

Employees who do not desire to contribute to the major medical benefit program may elect to be provided with hospital indemnity coverage and other additional benefits valued at up to the District's contribution per employee for health benefits coverage.

CONTINUATION
COVERAGE

The District shall continue its contribution toward the cost of the employee's group health insurance coverage while the employee is on paid leave or, if applicable, while the employee is on family and 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. However, an employee who is not on paid leave status or FMLA leave shall be allowed to continue group health insurance coverage, at his or her own expense, for the period specified in the District's group health insurance plan.

RISK POOL

~~The District shall establish a risk pool. Coverage shall be provided through the risk pool.~~