

INSURANCE AND ANNUITIES MANAGEMENT
HEALTH AND LIFE INSURANCE

CRD
(LOCAL)

DISTRICT
CONTRIBUTION

The Board ~~shall~~ 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's 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 benefit premiums for individual employees who are participating members in the Texas Teacher Retirement System (TRS) as determined by TRS eligibility guidelines.

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

For employees in regularly scheduled positions, the District shall contribute toward health benefit premiums for individual employees who are regularly scheduled to work 20 or more hours per week.

For employees in variable hour positions, the District shall follow the guidelines prescribed in the Patient Protection and Affordable Care Act in determining eligibility and contributions toward health benefit premiums.

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 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.