

## CHAPTER 6.00 – HUMAN RESOURCES

### HEALTH INSURANCE PREMIUMS

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- (1) The School Board may pay an employee's normal health insurance contribution as provided herein.
  - (a) The health insurance premium may be paid by the employee when an employee enters a non-pay leave status.
  - (b) Any employee who has been approved for Family Medical Leave Act will receive up to a maximum of twelve 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.
- (2) School Board members and employees who are Florida residents 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 Section 250.341, Florida Statutes.
- (3) The School Board shall not pay the contribution for dependents who are included in the employee's health insurance premium. This contribution shall be paid by the employee.
- (4) 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. Retirement shall mean application for and receipt of retirement benefits under any Florida Retirement System plan. An employee who retires under the Public Employee Optional Retirement Program (PEORP) shall be considered a retiree if he/she meets the age and service requirements defined in 112.0801, F.S. 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.

#### LAWS IMPLEMENTED:

112.0801; 250.341; 1001.43, F.S.

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### HISTORY:

### ADOPTED:

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