

INSURANCE AND ANNUITIES MANAGEMENT  
HEALTH AND LIFE INSURANCE

CRD  
(LOCAL)

BOARD APPROVAL	The District's employee group health insurance program and any life or other supplemental insurance program shall be approved by the Board upon the 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 insurance premiums as part of the employee compensation and benefits system approved in the budget development and adoption process.
PAID LEAVE AND FAMILY MEDICAL LEAVE	<p>The District shall continue to contribute any portion of the employee's premium it usually pays for an employee's group health insurance only:</p> <ol style="list-style-type: none"><li>1. While the employee is receiving District-paid leave benefits to which he or she is entitled under law and District policy; and</li><li>2. While the employee is using unpaid family and medical leave.</li></ol> <p>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. [See DEC(LEGAL)]</p>
UNPAID LEAVE OF ABSENCE	When an employee is placed on unpaid leave of absence (other than family and medical leave), the employee shall be offered COBRA. [See CRD(LEGAL)]
EFFECTIVE DATE	This policy shall be effective as of the adoption date, December 12, 2014.