

Plano ISD
043910

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.

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 **and/or temporary disability leave pursuant to Section 21.409 of the Texas Education Code**. The employee shall continue to pay the portion of coverage in excess of the District contribution. The employee's failure to make the contribution timely as required by the Plan shall result in termination of such coverage, except as required by the Family and Medical Leave Act. [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.

ELIGIBILITY In order to participate in the District Employee Health Benefit Plan and receive District contribution toward benefits, an employee must be employed a minimum of 25 hours per week. An employee is eligible for benefits on the first of the month following 30 calendar days of employment. An employee who works less than 25 hours per week is eligible to participate in one of the District's medical plans at his or her own expense.

If an employee is a current participant in the District Employee Health Benefit Plan but the employee's minimum hours per week are reduced to less than 25 by the District, the employee shall continue to receive, through the end of the contract year during which the employee's hours are reduced, health coverage on the same basis as the employee received before the reduction in employee hours.

An employee, who at his or her own request or requirement, reduces the minimum number of employment hours to less than 25 per week, shall not be entitled to receive health coverage from the District effective on the last day of the month in which the employee's hours are reduced below 25 per week, but the employee shall be offered COBRA benefits by the District, as required by law.

LEAVE OF
ABSENCE-
WORKERS'
COMPENSATION

During the time an employee who participates in the District Employee Health Benefit Plan receives workers' compensation benefits, the employee shall be entitled to the following:

1. The District shall contribute the same benefit contribution the District paid immediately before the employee began receiving workers' compensation benefits during the time set forth in the paragraph below; and
2. The employee shall pay the portion of coverage in excess of the District contribution.

The employee's failure to make the contributions timely as required under the plan will result in termination of such coverage.

The District's obligation to make a benefit contribution shall continue during employment until the date of final payment of any weekly compensation benefits not to exceed 104 weeks, at which time the employee shall be offered COBRA benefits, by the District, as required by law.

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This online presentation of your district's policy is an electronic representation of TASB's record of the district's currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent. [See BF (LOCAL) for further information.]