

Subject:	HEALTH INSURANCE
Section:	PPG# 2730
Chapter:	Personnel
Effective Date:	7/1/98

POLICY

Health Insurance

Staff members are eligible to participate in the district's health insurance programs. The district provides full medical and dental coverage for the staff member, and provides 50% of the cost of medical insurance and full dental coverage for dependents.

In compliance with COBRA (the Consolidated Omnibus Budget Reconciliation Act), the district will offer continuing health care coverage on a self-pay basis to staff members and their dependents following termination (for reasons other than gross misconduct), a reduction in hours, retirement or death. These health benefits will be identical to the coverage offered to fulltime staff members.

For terminated or reduced-hour staff members, the coverage may last up to 18 months or until they become eligible for other health insurance coverage, whichever is earlier. In the event of the staff member's retirement, divorce, separation or death, the coverage may last up to 36 months for the staff member and/ or qualified beneficiary. The full policy monthly premium, plus a 2 percent administration fee, will be paid by the staff member or the beneficiary to the district.