

**PARK COUNTY SCHOOL DISTRICT #6
BOARD OF EDUCATION POLICY**

GCBDA: PM

MEDICAL INSURANCE/TAX SHELTERED ANNUITY: CERTIFIED

In order to be eligible for this benefit, the employee must be employed a minimum of 1,000 hours per fiscal year (July 1 to June 30) and must be eligible as required in the insurance contract between the district and the insurance provider.

The district shall comply with all COBRA requirements for those employees who leave the district. Employees who leave the district forfeit eligibility for inclusion in the district's group medical insurance program on the last day of the month of the termination of employment.

Certified staff members who are on an approved leave of absence shall continue to be eligible for membership in the district's approved group medical insurance program during the period of approved leave. However, the district will not contribute financially, on behalf of the employee, to the program: the employee shall be responsible for full payment of the insurance premium during the period of approved leave except when an employee qualifies for family medical leave, in which event, the District shall continue to pay the same portion of the medical insurance the District was paying at the time of the commencement of the leave.

Certified staff members who do not fulfill the terms of their employment contract in a given school year shall forfeit their eligibility for inclusion in the district's group medical insurance program on the last day of the month following the month in which employment is terminated. The district's financial contribution toward the employee's monthly premium shall cease on the same date the employee's eligibility for membership in the group plan is terminated.

The district will make available medical coverage for full-time certified employees and their dependents in a board approved health/dental plan for the employee. The board of trustees may elect to contribute to the cost of these plans. The amount to be contributed by the board shall be set by the board.

Adopted: 7/21/93
Revised: 10/20/98
Revised: 5/21/13
Re-Coded: 10/15/13