

Book	Policy Manual
Section	Catch Up V17N1 thru V20N2
Title	GROUP HEALTH PLANS
Code	*po1419 7/15/20 fs V17N1 BBA
Status	First Reading
Adopted	October 28, 2008

#### 1419 - GROUP HEALTH PLANS

The School Board shall have discretion to establish and maintain group health plans for the benefit of eligible employees. Group health plans, as the term is used in this policy, may include, but would not be limited to, major medical, prescription drug, dental, and/or vision plans. These group health plans may provide certain health benefit plans to administrative staff members and eligible dependents ~~benefits through insurance or otherwise~~ as permitted by law.

#### **[OPTION 1]**

[X ] The Board has elected to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for some or all of its eligible employees. The terms and conditions of the major medical coverage are set forth in the appropriate plan documents.

~~[ ] Eligible employees who have coverage through the employer of a working spouse may receive additional compensation if they waive the District's medical coverage. Eligible employees who waive the medical coverage will be paid an additional ( ) monthly ( ) quarterly compensation equal to \_\_\_\_\_ % of the cost of single medical coverage for that employee, with the understanding that this additional compensation is subject to FICA and Federal, State, and local income tax. To receive this compensation, the eligible employee must provide the District with proof of medical coverage provided by the spouse's employer.~~

~~[This option should be selected only if the District has established a flexible benefit plan qualified by the Internal Revenue Service.]~~

~~[END OF OPTION 1]~~

~~[OPTION 2]~~

~~[ ] The Board has elected not to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for any of its eligible employees. The Board is aware that the failure to offer minimum value health coverage to employees may result in penalties under the Affordable Care Act.~~

~~[END OF OPTION 2]~~

Retired employees and their eligible dependents who participated in a District group insurance plan shall be given the option of continuing their participation in the group insurance plan. Retirees and their eligible dependents shall be offered the same health and hospitalization insurance coverage as is offered to active employees at a premium cost of no more than the premium cost applicable to active employees. The cost of continued participation shall be prorated and paid by both the retired employee and the District

~~(X ) the retired employee;~~

~~(X ) the District.~~

For purposes of this policy "retiree" shall be defined as set forth in F.S. 112.0801.

Book	Policy Manual
Section	Catch Up V17N1 thru V20N2
Title	GROUP HEALTH PLANS
Code	*po3419 7/16/20 fs V17N1 BBA
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Adopted	October 28, 2008

### 3419 - **GROUP HEALTH PLANS**

The School Board shall have discretion to establish and maintain group health plans for the benefit of eligible employees. Group health plans, as the term is used in this policy, may include, but would not be limited to, major medical, prescription drug, dental, and/or vision plans. These group health plans may provide certain health benefit plans to instructional staff members and eligible dependents ~~benefits through insurance or otherwise~~ as permitted by law.

#### **[Option 1]**

[X] The Board has elected to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for some or all of its eligible employees. The terms and conditions of the major medical coverage are set forth in the appropriate plan documents.

~~[.] Eligible employees who have coverage through the employer of a working spouse may receive additional compensation if they waive the District's medical coverage. Eligible employees who waive the medical coverage will be paid an additional (-) monthly (-) quarterly compensation equal to — % of the cost of single medical coverage for that employee, with the understanding that this additional compensation is subject to FICA and Federal, State and local income tax. To receive this compensation, the eligible employee must provide the District with proof of medical coverage provided by the spouse's employer.~~

~~[This option should be selected only if the District has established a flexible benefit plan qualified by the Internal Revenue Service.]~~

#### **[END OF OPTION 1]**

#### **[Option 2]**

~~[.] The Board has elected not to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for any of its eligible employees. The Board is aware that the failure to offer minimum value health coverage to employees may result in penalties under the Affordable Care Act.~~

#### **[END OF OPTION 2]**

Retired employees and their eligible dependents who participated in a District group insurance plan shall be given the option of continuing their participation in the group insurance plan. Retirees and their eligible dependents shall be offered the same health and hospitalization insurance coverage as is offered to active employees at a premium cost of no more than the premium cost applicable to active employees. The cost of continued participation shall be ~~paid by~~ prorated and paid by both the retired employee and the District

~~(X) the retired employee;~~

~~(X) the District.~~

For purposes of this policy "retiree" shall be defined as set forth in F.S. 112.0801.



Book	Policy Manual
Section	Catch Up V17N1 thru V20N2
Title	GROUP HEALTH PLANS
Code	*po4419 7/16/20 fs V17N1 BBA
Status	First Reading
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#### 4419 - **GROUP HEALTH PLANS**

The School Board shall have discretion to establish and maintain group health plans for the benefit of eligible employees Group health plans, as the term is used in this policy, may include, but would not be limited to, major medical, prescription drug, dental, and/or vision plans.. These group certain health plans may provide health ~~benefits through insurance or otherwise~~ benefit plans to administrative staff members and eligible dependents as permitted by law.

#### **[OPTION 1]**

[X] The Board has elected to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for some or all of its eligible employees. The terms and conditions of the major medical coverage are set forth in the appropriate plan documents.

~~[.] Eligible employees who have coverage through the employer of a working spouse may receive additional compensation if they waive the District's medical coverage. Eligible employees who waive the medical coverage will be paid an additional (.) monthly (.) quarterly compensation equal to \_\_\_\_% of the cost of single medical coverage for that employee, with the understanding that this additional compensation is subject to FICA and Federal, State, and local income tax. To receive this compensation, the eligible employee must provide the District with proof of medical coverage provided by the spouse's employer.~~

~~[This option should be selected only if the District has established a flexible benefit plan qualified by the Internal Revenue Service.]~~

~~[END OF OPTION 1]~~

~~[OPTION 2]~~

~~[.] The Board has elected not to provide major medical coverage that provides minimum value coverage under the Affordable Care Act for any of its eligible employees. The Board is aware that the failure to offer minimum value health coverage to employees may result in penalties under the Affordable Care Act.~~

#### **[END OF OPTION 2]**

Retired employees and their eligible dependents who participated in a District group insurance plan shall be given the option of continuing their participation in the group insurance plan. Retirees and their eligible dependents shall be offered the same health and hospitalization insurance coverage as is offered to active employees at a premium cost of no more than the premium cost applicable to active employees. The cost of continued participation shall be paid by prorated and paid by both the retired employee and the District.

~~(.) the retired employee.~~

~~(.) the District.~~

For purposes of this policy "retiree" shall be defined as set forth in F.S. 112.0801.

