

Board of Education High Point Regional

SUPPORT STAFF MEMBERS

HEALTH BENEFITS

The Board of Education shall provide health benefits to all support staff members and their dependents not covered by the terms of the negotiated agreement, in accordance with the terms of the contract negotiated by the Board of Education and the High Point Education Association.

1. Eligibility: For purposes of this policy support staff members shall include: administrators, all full-time and part-time contractual teachers, and any other employee so designated by the Board of Education.
2. Effective Date: There will be a two-month waiting period on all health benefits and a two-month carry-over upon termination of employment.
3. Leave of Absence:
 - a. Sabbatical: The Board will continue to provide coverage at no expense to the employee.
 - b. Prolonged Disability: The Board will continue to provide coverage at no expense to the employee as long as accumulated sick leave may be applied.
 - c. Maternity Leave: (As defined by law, the employee is entitled to use a maximum of forty sick days for maternity, twenty days before the actual date of confinement and twenty days after the delivery date.) The Board will continue to provide coverage at no expense to the employee as long as sick leave is applied. Employees may continue their existing coverage by paying the premium to the Board Office. All premiums are prepaid quarterly unless otherwise agreed to. Current rates are available from the Board office. Employees shall notify the Board office, in writing, before the commencement of their leave of their intention for continuing their coverage. Failure to do so will result in termination of coverage. Our

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insurance carrier necessitates a two month waiting period when there has been any interruption in service.

- d. Unpaid Leave of Absence/Child Care Leave: All insurance benefits will be discontinued as of the employee's last working day. (If the last day worked occurs during the month, the Board will assume costs until the end of the month.) Employees may continue their existing coverage during the period of an unpaid leave/child care leave by paying the premium to the Board Office. All premiums are prepaid quarterly unless otherwise agreed to. Current rates are available from the Board office. Employees shall notify the Board office, in writing, before the commencement of their leave of their intention for continuing their coverage. Failure to do so will result in termination of coverage. Our insurance carrier necessitates a two month waiting period when there has been any interruption in service.
 - e. Retirees: Retired employees and their surviving spouses will be permitted, at no cost to the Board, to continue as members of the High Point Regional High School insurance group for the purpose of extending the health coverage that existed at the time of retirement or death.
 - f. Surviving Spouses of Contract Employees: Surviving spouses of contract employees will be permitted, at no cost to the Board, to continue as members of the High Point Regional High School insurance group for one year for the purpose of extending the health coverage that existed at the time of employment of the deceased spouse.
4. Premiums: All premiums are prepaid quarterly unless otherwise agreed to. Failure to prepay will result in forfeiture of insurance.

Date Adopted: 9/21/70

Date Revised: 1/19/76, 6/20/83, 3/18/85, 3/18/91, 6/17/96