HEALTH INSURANCE PLAN

The Jackson Public School District provides life insurance and health care benefits to its eligible employees and their eligible dependents through the State Employees Life and Health Insurance Plan (the "Life and Health Plan.") Premiums for the Life and Health Plans shall be paid in accordance with state law and Mississippi Department of Education State Board Policy.

The Life and Health Plan is subject to the Health Insurance Portability and Accountability Act of 1996, as amended ("HIPAA"). The Life and Health Plan is required by HIPAA to take reasonable steps to ensure the privacy of the individually identifiable health information of the Board's employees and their dependents who are covered under the Life and Health Plan. For this purpose, the Life and Health Plan has adopted HIPAA Privacy Policies and Procedures.

The Board acknowledges that its employees who use or disclose individually identifiable health information in the course of their duties related to the District's health care benefits (in connection with the Life and Health Plan) are required to comply with the Health plan's HIPAA Privacy Policies and Procedures, copies of which are made available by the District to all such employees. The Board further acknowledges that HIPAA privacy training is required for all such employees, and the Life and Health Plan and the Board shall make resources available for such training.

SOURCE: Mississippi School Boards Association
LEGAL REF: 45 CFR 164.306-308; 310-312-314b-316a
DATE: December 6, 2016