



School District of Indian River County

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David K. Moore, Ed.D. - Superintendent

Benefits Termination and Re-Hire Procedure

Terminations:

Employees' benefit coverages continue through the end of the month in which they leave District employment, by resignation, termination, or retirement, as long as premiums have been paid. If premiums have not been paid, coverage will be terminated retroactively back to the end of the month in which premiums were last received.

For non-renewed employees, if the last day of the contract is 6/2, then benefits will end 6/30 and premium deductions from "summer checks" will be adjusted accordingly.

If an employee transfers to a new position and is no longer considered benefits eligible. (Working a total of 21 or more hours per week), coverages will end at the end of the month in which they make that transfer.

Instructional employees, who are non-renewed due to certification, will have their coverage continued/reinstated if certification requirements are met and verified by Human Resources on or before 6/30.

Re-Hires:

If employment is terminated and employee is re-hired within the same month, benefits will be reinstated with no lapse in coverage from the original termination date. However, employee is required to make payment for premiums that were not payroll deducted.

If an employee is rehired beyond that month, they will be required to re-elect coverages as a new hire and elections will not go into effect until the first of the month, following one full calendar month.

Source: Finance/Benefits/Version 1.04142022/ay

Dr. Mara Schiff • Jacqueline Rosario • Dr. Peggy Jones • Teri L. Barenborg • Brian M. Barefoot
District 1 District 2 District 3 District 4 District 5

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