

Summary of Current Federal, State, and Local Regulations and Policies Relevant to Employee Wellness

Updated 12/8/2014

Employee Wellness	Regulations and Policies	Note: If policies differ, the most stringent policy will apply.								
	Federal	Website/References								
	<p>1. The Health Insurance Portability and Accountability Act (HIPAA) helps to protect an employee's right to health coverage during events such as changing or losing jobs, pregnancy, moving, or divorce. It also provides rights and protections for employers when obtaining and renewing health coverage for their employees. The HIPAA's Privacy Rules were issued to provide protection against the unauthorized use and disclosure of an individual's Protected Health Information (PHI).</p>	<p>Kentucky Personnel HIPAA Information</p>								
	<p>2. Family and Medical Leave Act: In compliance with the Family and Medical Leave Act of 1993, as amended (FMLA), eligible employees may take up to 12 work weeks of unpaid family and medical leave each rolling 12 month period.</p>	<p>Family and Medical Leave Act</p>								
	Local	Website/References								
	1. Equal Opportunity/Affirmative Action Employment	JCPS BOE Policy GBA								
	2. Harassment/Discrimination	JCPS BOE Policy GBAA								
	3. Staff Health and Safety	JCPS BOE Policy 03.14 & 03.24								
	<p>4. Staff Fringe Benefits: The cost of the following benefits are totally or partially paid by the Jefferson County Board of Education and/or the Commonwealth of Kentucky</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">-Health Care Plan</td> <td style="width: 50%;">- Fringe Benefit Plan</td> </tr> <tr> <td>-Workers Comp</td> <td>- Long-term Disability</td> </tr> <tr> <td>-Group Life Insurance</td> <td>- Employee Assistance Program</td> </tr> <tr> <td>-Retirement Plans</td> <td></td> </tr> </table>	-Health Care Plan	- Fringe Benefit Plan	-Workers Comp	- Long-term Disability	-Group Life Insurance	- Employee Assistance Program	-Retirement Plans		<p>JCPS BOE Policy 03.124 & 03.1241</p>
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-Retirement Plans										
	<p>5. Policies Related to Staff Leaves & Absences</p> <p>Sick Leave Medical Leave Personal Leave Emergency Leave Educational/Professional Leave Child Rearing/Adoption Leave Family and Medical Leave</p>	<p>JCPS BOE Policy 03.1232 & 03.2232 JCPS BOE Policy 03.12322 & 03.1234 & 03.2234 JCPS BOE Policy 03.1231 & 03.2231 JCPS BOE Policy 03.1236 & 03.2236 JCPS BOE Policy 03.1235 & 03.2235 JCPS BOE Policy 03.1233 & 03.2233 JCPS BOE Policy 03.12322 & 03.22322</p>								
	6. Medical Examination	JCPS BOE Policy 03.111 & 03.211								
	7. Use of Tobacco	JCPS BOE Policy 03.1327 (certified personnel) JCPS BOE Policy 03.2327 (classified personnel)								
	8. Bus Drivers Use of Tobacco and Other Substances	JCPS BOE Policy 06.221								

JCPS is committed to providing a school environment that enhances learning and assists students in developing lifelong wellness practices. Best practices regarding wellness are always encouraged. For more information regarding Health Promotion for Staff, contact JCPS Employee Relations at 485-3436.

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