

## **3600 – Insurance**

**ADOPTED: April 9, 2021**

**REVISED:**

**MONITORING: Annually**

Authorized charter schools may offer group life, hospitalization, disability, or medical insurance to teachers, school leaders, and other employees.<sup>1</sup>

Teachers and other full-time permanent employees of a charter school ~~shall~~ may participate in the group insurance plans selected by the governing board of the school.<sup>2</sup>

A school sponsoring group health plans must implement reasonable and appropriate policies and procedures to comply with HIPAA's security standards and implementation specifications for electronic protected health information (e-PHI), including but not limited to administrative, physical, and technical safeguards, and organizational requirements. All employees must be made aware of the law and the consequences of violating it.<sup>3</sup>

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### **Legal References:**

<sup>1</sup> T.C.A. § 49-2-209

<sup>2</sup> T.C.A. § 49-13-119

<sup>3</sup> Health Insurance Portability and Accountability Act (HIPAA); 42 U.S.C. 1320d-1; Health Information Technology for Economic and Clinical Health Act (HITECH)