

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: HEALTH INSURANCE
BENEFITS FOR RETIREES

ADOPTED: December 19, 2005

REVISED:

**EAST
STROUDSBURG
AREA
SCHOOL DISTRICT**

<p>1. Purpose SC 513</p>	<p style="text-align: center;">349. Health Insurance Benefits for Retirees</p> <p>The Board considers a basic program of insurance protection for its retired employees to be of prime importance. This program shall be made available to all eligible administrative employees at the time of retirement from the school district.</p> <p>Appropriate direction and guidelines are provided in this policy so that the Superintendent can make timely decisions that permit continuity of insurance coverage with a minimum amount of interruption and Board involvement.</p>
<p>2. Authority</p>	<p>It is the Board's intention that, in any situation or circumstance whenever there is conflict or inconsistency between a provision in this policy and a provision in the applicable Administrative Compensation Plan, the provision of the Administrative Compensation Plan shall control and prevail.</p>
<p>3. Delegation of Responsibility</p>	<p>The Superintendent shall be responsible for the general supervision and administration of the program. The Superintendent shall have the authority to supervise the services involved in the program, either directly or indirectly through delegation to other members of the staff. The Superintendent is authorized to establish such rules and regulations as s/he deems necessary to implement Board policy. In establishing rules, regulations, and operational procedures the Superintendent should take the following guidelines into consideration.</p>
<p>4. Guidelines</p>	<p><u>Eligibility</u></p> <p>Any employee who retires from the East Stroudsburg Area School District through the Public School Employees Retirement System after July 1, 1983 (except as modified below) and who meets the following conditions:</p> <p>An employee with at least twenty (20) years of total service in the East Stroudsburg Area School District; OR</p> <p>Ten (10) years of service as an administrator in the East Stroudsburg Area School District upon retirement shall have the premiums in effect for individual coverage with the group carrier of the school district paid by said school district until the end of the month when said employee reaches Medicare eligibility age. During this period, it will</p>

be the responsibility of the retired employee to pay to the school district the difference between this individual coverage and any dependent coverage that he/she elects to carry under the payment provisions and conditions described below. Failure to pay this differential cost will result in termination of all dependent hospitalization benefits.

Any employee who does not meet the qualification for payment of premiums by the school district as stated above, who retires from the East Stroudsburg Area School District through the Public School Employees Retirement System shall be entitled to remain on the appropriate existing group ~~hospitalization-health~~ insurance plan at the same benefit level he/she enjoyed as an employee until the end of the month when said employee reaches Medicare eligibility age, providing, however, that said employees shall pay the total premiums for such group ~~hospitalization-health~~ insurance on or before the first day, of each month when the insurance is to be in effect. Such payments are to be made to the Business Office of the school district, and shall be at the current valid rates for the coverage desired. The school district will notify all such employees of any change in premiums for this coverage within thirty (30) days after receipt of notification by the insurance carrier. However, if such procedure has an adverse effect on the rate structure of the group ~~hospitalization-health~~ plans maintained for active employees, the Board may, in its sole discretion, elect to terminate coverage for such retired employees' dependents upon ninety (90) days' written notice to such retirees. ~~At this time, the employee's dependents will be eligible to elect thirty-six (36) months of insurance in accordance with COBRA law.~~

When the retired employee reaches Medicare eligibility age, ~~the retiree, his/her spouse, and/or dependents will no longer be permitted to remain on the school district group health plan. he/she will be required to obtain coverage from Northeastern Blue Cross or other similar plan at the discretion of the retiree. If the spouse or other dependent of the retiree covered by the group plan has not yet reached Medicare eligibility age, the spouse or dependent will be allowed to remain on the group plan of the school district as follows:~~

~~1. The spouse will be carried on the group plan of the school district until he/she reaches Medicare eligibility age, providing that the retiree pays the total cost of the premiums for such coverage.~~

~~2. Any dependent other than the spouse will be eligible to elect COBRA coverage with the school district for a maximum of thirty-six (36) months, after which time all coverage shall cease.~~

~~If the retiree should die before reaching Medicare eligibility age, or prior to his/her spouse reaching Medicare eligibility age, all dependents covered shall be eligible to elect COBRA coverage with the school district for a maximum of thirty-six (36) months, after which time all coverage shall cease.~~

~~Retired employees over the age of 65 will have the option of maintaining their~~

policy by paying the premium to the District.

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