

**EAST
STROUDSBURG
AREA
SCHOOL DISTRICT**

**SECTION: PROFESSIONAL
EMPLOYEES**

**TITLE: HEALTH INSURANCE
BENEFITS FOR RETIREES**

ADOPTED: December 19, 2005

REVISED:

<p>449. Health Insurance Benefits for Retirees</p>	
<p>1. Purpose SC 513</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 professional 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 in which there is conflict or inconsistency between a provision in this policy and a provision in the applicable Collective Bargaining Agreement, the provision of the Collective Bargaining Agreement 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>Is age 60 or older with at least 25 years of service (at least 15 of which have been with the East Stroudsburg Area School District); OR</p> <p>Whose age plus years of service exceeds the sum of 83 while the retirement system 53/30 window is in effect, or 84 under the basic retirement system plan (of which at least 15 years of service must be in the East Stroudsburg Area School District),</p>

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 ~~the Medicare eligibility age, age-65~~. During this period, it will 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 ~~age-65~~ Medicare eligibility age, providing, however, that said employee 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.~~

Group life insurance benefits will not be made available to retired employees under this policy.

~~When the retired employee reaches age-65 the 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 age 65, 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 age 65, 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.~~

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~~If the retiree should die before reaching age 65, or prior to his/her spouse reaching age 65, 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.~~

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