

SECTION: EMPLOYEES

**EAST  
STROUDSBURG  
AREA  
SCHOOL DISTRICT**

TITLE: HEALTH INSURANCE  
BENEFITS FOR RETIREES

ADOPTED: December 19, 2005

REVISED: August 15, 2016  
June 24, 2019  
September 16, 2019

<p>1. Purpose SC 513</p> <p>2. Authority</p> <p>3. Delegation of Responsibility</p> <p>4. Guidelines</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 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>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, individual contract, or applicable Collective Bargaining Agreement, the provision of the Administrative Compensation Plan, individual contract, or applicable Collective Bargaining Agreement shall control and prevail.</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><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 and who meets the provisions set forth in the most recent Administrative Compensation Plan, individual contract, or applicable Collective Bargaining Agreement in effect at employees’ retirement date, 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 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</p>
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carry under the payment provisions and conditions described below. Failure to pay this differential cost will result in termination of all dependent health insurance 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 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 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 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.

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 Highmark Blue Cross/Blue Shield or other similar plan at the discretion of the retiree.