

# POLICY

2011 6510

Personnel

## **SUBJECT: HEALTH INSURANCE**

Health insurance for certified and support staff shall be in accordance with their respective negotiated agreements.

### **Continuation of Medical Insurance Coverage at Termination of Employment**

1. Under provisions of the Consolidated Omnibus Reconciliation Act of 1985 (COBRA), employees and their dependents are eligible to continue their insurance coverage for up to eighteen (18) months when termination of their insurance is due to a reduction in their hours worked, or upon termination of their employment.

Dependents of employees are eligible to continue their insurance for up to thirty-six (36) months upon occurrence of one of the following events:

- a) Death of a covered employee; or
- b) Divorce or legal separation from the covered employee; or
- c) An employee becomes eligible for Medicare and ceases to participate in the employer-sponsored plan; or
- d) The dependents of a covered employee reach the maximum age for dependent coverage.

Those who are eligible to continue coverage have up to sixty (60) days to complete the Continuation of Coverage Election Form. They must pay the full cost of their premium plus administrative costs incurred by the District.

2. In the event that the Consolidated Omnibus Reconciliation Act of 1985 (COBRA) be amended in any form and/or terms by the applicable legislative or executive entity, those changes shall be incorporated into this policy by reference without the need to revise or readopt this policy.

### **Eligibility for Medical Insurance Coverage upon Retirement**

1. An employee who has been employed by the District for a period of ten (10) years shall be eligible to continue health insurance coverage in retirement. In such cases, unless an employment contract states otherwise, the employee shall contribute forty percent (40%) of the applicable premium, and the District shall contribute sixty percent (60%).

Adopted: 6/16/99  
Amended: 5/10/11

Consolidated Omnibus Budget  
Reconciliation Act of 1985