

## POSTEMPLOYMENT BENEFITS

Postemployment benefits shall be provided to certified staff as specified in the *Employee Handbook*. Postemployment benefits may be provided to administrators and classified staff when competitive reasons, as determined by the superintendent, or designee, necessitate doing so, in accordance with the following standards.

### **Administrators**

Administrators who have been approved for a postemployment benefit, as shown on their individual employment contract, with an FTE of 75% or greater and who submit a request for voluntary retirement to the human resource office, on forms and in the manner specified by the District, on or before January 15 of the year in which they plan to retire, and who meet the requirements specified herein, will be eligible to remain in the District's health benefit program as described herein.

- a. Retirees that are eligible for a postemployment benefit may continue in the health benefit coverage (single, single +1 or family) in which they are enrolled at the time of retirement.
- b. The eligible retiree may enroll in the same health benefit program and under the same provisions as provided active administrators as modified from time to time.
- c. Coverage will be continued until the first to occur: (1) the eligibility of the retiree to enroll in comparable insurance through subsequent employment, (2) eligibility for Medicare, (3) the death of the retiree, (4) attainment of the maximum period of coverage as specified below. Coverage for a spouse / dependent enrolled in the health benefit plan at the time of the administrator's retirement shall cease at the time the administrator's benefit end or when the spouse / dependent is eligible for comparable insurance through another source, including Medicare.
- d. Administrators with 20 years of service to the District and who attain age 57 or greater may continue in the group health benefit plan for a maximum of three (3) years plus six (6) months of coverage for every additional year of service as an administrator in the District, beyond 10 years (e.g. an administrator with 14 years of service will receive 5 years: 3 years plus 6 months times 4 years). The District will make the premium / premium equivalent contribution on the same basis as active administrators for the full period of eligibility.
- e. The School Board may approve a modification to the years of service requirement when included on the individual administrator's contract.

### **Classified Staff**

Classified staff that have been grandfathered for a postemployment benefit, as shown on their individual Notice of Work Assignment, with an FTE of 75% or greater and who submit a request for voluntary retirement to the human resource office, on forms and in the manner specified by the District, at least 60 days prior to the date for which retirement is requested, and who meet the requirements specified herein, will be eligible to remain in the District's health benefit program as described herein.

- a. Retirees that are eligible for a postemployment benefit may continue in the health benefit coverage (single, single +1 or family) in which they are enrolled at the time of retirement.
- b. The eligible retiree may enroll in the same health benefit program and under the same provisions as provided active classified staff, as modified from time to time.
- c. Coverage will be continued until the first to occur: (1) the eligibility of the retiree to enroll in comparable insurance through subsequent employment, (2) eligibility for Medicare, (3) the death of the retiree, (4) attainment of the maximum period of coverage as specified below. Coverage for a spouse / dependent enrolled in the health benefit plan at the time of the administrator's

retirement shall cease at the time the administrator's benefit end or when the spouse / dependent is eligible for comparable insurance through another source, including Medicare.

- d. Classified staff with the equivalent of 20 years of full-time service to the District and who have attained the age of 60 may continue in the group health benefit plan for a maximum of sixty (60) months. The District will contribute up to \$420.00 per month for single coverage, \$920.00 for single plus 1 coverage and up to \$1,500.00 per month for family coverage for thirty-six (36) months. To remain eligible for coverage, the retiree will pay the difference, if any, during the first 36 months and the full cost thereafter, to a maximum of 60 months, in accordance with procedures established by the District. The above amounts will be prorated for employees who worked less than full time.

Adopted: 9/26/11

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