



Separation of Employment:

An employee who was enrolled in health insurance coverage at the time of separation of employment is eligible for COBRA (continuation of insurance).

Temporary Employees:

Insurance/benefit coverage will end on June 30, for enrolled employees hired after September 1, whose assignment will end at the end of the school year. Employees receive COBRA information at their home address in May.

Insurance/benefit coverage will end on September 30, for enrolled employees hired prior to September 1, whose assignment will end at the end of the school year. Employees receive COBRA information at their home address in August.

See COBRA.

Retirees and 110 Transitional Retirees:

District-paid insurance/benefit coverage will continue for licensed and classified school year staff until September 30. Retirees that choose to maintain their coverage through the District on a retiree basis may do so under the following conditions: A retiree must be at least fifty (50) years of age; have ten (10) years of continuous coverage accumulated with any CEBT group or, have been employed by the district continuously for a minimum of fifteen (15) years. In all cases, in order to be eligible, the retiree must be covered by CEBT through the date of retirement, and can continue coverage up to age sixty-five (65). If age 65, and not eligible for Medicare, the participant can continue on COBRA up to 18 months. Retirees cannot continue life coverage, but can convert to an individual life policy within sixty (60) days of retirement date. The necessary form is included with the COBRA information that is sent to the retiree.

Retirees receive COBRA information at their home address in August.

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Coverage ending dates for 260-day employees and administrators is dependent upon the date of the employee's last paycheck. The insurance benefits specialist will send COBRA information to these individuals accordingly. **See COBRA.**

Coverage ending dates for 260-day employees and administrators electing retirement is dependent upon the date of the employee's last paycheck. The insurance benefits specialist will send COBRA information to these individuals accordingly.

If the employee elects to continue on the District's insurance, they pay the monthly cost of the premium to the District. **See COBRA.**

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