

CCSB Policy 2.18 - Consent Agenda - 01/17/07 - Approve for Advertising

2.18 RETIREMENT AND RESIGNATIONS

H. Insurance Coverage – Retired Employees

1. Health Insurance

- a. The Clay County School Board will provide continuing group health insurance coverage for all retired employees and their spouses and dependents provided the employee bears the full expense of said insurance coverage and at the employees' expense, provided the employee was enrolled in a Board-provided insurance plan at the time of separation, there has been no lapse or break in enrollment and one or more of the following qualifications has been met:
- 1) The employee separates from school district employment through retirement under a state retirement system; or with at least 20 FRS years of service; or
  - 2) The employee separates from school district employment through retirement under a state optional annuity or retirement program; or and has met the age and service requirements to qualify for normal retirement as set forth in s. 121.021(29); or
  - 3) The employee separates from school district employment by being placed on disability retirement; and through retirement and has attained the age specified by s. 72(t)(2)(A)(i) of the Internal Revenue Code and has 6 years of creditable service with the FRS.
  - 4) The employee begins receiving retirement benefits immediately after retirement from employment with the school district; or
  - 5) If approved for disability retirement. The employee retires under the Public Employee Optional Retirement Program established under part II of chapter 121 and has met the age and service requirements to qualify for normal retirement as set forth in s. 121.021(29); or has attained the age specified by s. 72(t)(2)(A)(i) of the Internal Revenue Code and has 6 years of creditable service.
- b. Such health insurance coverage will continue to be made available for the spouse and dependents of an eligible retiree at the spouse's expense even though the retired employee becomes eligible for Medicare or is deceased, and shall continue until said spouse becomes eligible for Medicare or ceases paying the cost thereof.

2. Life Insurance

Retired employees, their spouses and dependents shall be entitled to life insurance as part of the group insurance plan, subject to the limitations expressed in paragraph

H.1. (a) above. The employee shall be responsible for paying the full cost of said insurance.

- a. Such Term Life Policy may vary in amounts of coverage, conditions, and premiums from the group plan.
  - b. Such Term Life plan is optional to retired employees.
3. Dental plans and vision plans shall be made available to eligible retirees, their spouses and dependents, if available within the employee group insurance program, ~~, but at the full cost to the retired employee,~~ The employee shall be responsible for paying the full cost of said insurance and such coverage shall be subject to the limitations expressed in H.1. (a), above.

(Ref. F.S. 112.0801, 1012.61; 1012.62; 1012.65) (Readopted: 01-08-81; Amended: 02-10-83, 01-09-86, 09-21-89, 12-19-91, 02-16-95, 08-15-96, 05-15-97, 06-18-98, 03/16/00, 06/27/01, 11/19/02, 07/17/03, 09/18/04, 06/21/07, 00/00/00)