

Personnel

SUBJECT: BENEFITS**Certified**

Health insurance for certified staff shall be in accordance with their respective negotiated agreements and will commence on the first day of the month following initial employment.

Non-Certified, Non-Contractual

The Board shall provide individual or family group health and dental insurance and group life insurance at 1.25 x yearly salary. The District will pay such premiums.

The Board shall pay group health under SWSCHP or a successor plan and group dental insurance upon retirement into the New York State Employees Retirement System according to the following schedule of years of service in the School District:

- a) With 15 - 24 years of service - 80% single or 60% family of health and dental premiums.
- b) With at least 25 years of service - 90% single or 75% family of health and dental premiums.

Medical, Dental and Life coverage for all staff will begin on the first day of the month following the first day actually worked.

Continuation of Medical Insurance Coverage at Termination of Employment

Under the provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), employees and their dependents are eligible to continue their insurance coverage for up to 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 36 months upon occurrence of one of the following events:

- a) Death of the 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 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.

Consolidated Omnibus Budget Reconciliation Act of 1985

Adopted: 3/26/19