

PCPS Superintendent's Regulation (SReg)

Related School Board Policy Number: 5-7.3

S.Reg. Number and Title: 5-7.3 Retirement and Health/Dental Insurance

Background:

Upon retirement, PCPS employees are eligible to remain on the school division's health insurance policy until they are Medicare eligible. They will pay the total premium of the health insurance plan to include the employer and employee share. They are also eligible to remain on the dental plan where they pay the total premium. Those PCPS employees retiring on or after July 1, 2020 may only remain on the dental plan until they are Medicare eligible.

Spouses and/or family members who were on the school division's health and/or dental insurance plans immediately preceding retirement are also eligible to remain on the health and/or dental insurance plans. The spouse and/or family will pay the total premium, which includes the employer and employee share of the plan.

If the PCPS employee's spouse is eligible for a health insurance plan at his/her place of employment, he/she will not be eligible to access the school division's health and/or dental insurance plans. A spouse who has been on the school division plan when the PCPS employee retires but moves to his/her employer's plan and later retires before becoming eligible for Medicare, may rejoin the school division's health insurance plan until he or she becomes eligible for Medicare if his/her place of employment does not offer a retirement health insurance plan.

Process/Procedures:

Employees are to meet with the Coordinator of Human Resources upon retirement to complete paperwork that will enable the retiree to access the division's health and/or dental program.

PCPS retirees will be responsible for monthly payments for their health insurance and/or dental plan, which are to be paid by the 20th day of the month for coverage the following month. Retirees who do not pay their monthly payment on time will have their coverage terminated.

The retiree will notify the Coordinator of Human Resources if a retiree's spouse plans to return to the PCPS health insurance plan upon his or her retirement so that additional paperwork can be completed by the retiree. The retiree will then pay the total premium of the health and/or dental plan for him/herself and the spouse.

Date Issued/Reissued June 25, 2020

Attachments/Links: None

Legal Reference (if applicable): NA

Approval: Jennifer B. Parish, Ed.D Superintendent