

# ***Dell Rapids School District #49-3***



## **Policies and Regulations Code: G – Personnel**

### **GCPC RETIREMENT OF PROFESSIONAL STAFF MEMBERS**

#### Retirement System

All professional staff members regularly employed for at least twenty hours per week during the school year are participants in the State Retirement System.

#### Retirement Age

The Board may not impose a mandatory retirement age on employees.

#### Option for Early Retirees to Continue Group Insurance Coverage

Eligible employees retiring on or before the end of the 2014-2015 school year may continue with group insurance coverage offered by the Dell Rapids School District. The Dell Rapids School District will allow continued group health, vision, and dental coverage to retirees under the following conditions:

1. The retiree must be eligible for benefits under the Rule of 85 of the South Dakota Retirement System.
2. The retiree must be a benefited employee of the school district for a minimum of 12 months immediately prior to retirement and be an active member of the Dell Rapids School District's insurance plan(s) for the 12 months immediately prior to retirement.
3. The retiree has 30 days subsequent to the retiree's official date of retirement to elect to remain on the school district's plan.
4. Qualified dependents, enrolled in an insurance plan at the time of the employee's retirement, can continue for as long as they remain qualified dependents.
5. School district retiree insurance coverage will terminate when the retiree or dependent: reaches age 65; becomes entitled to Medicare (in the event that the federal government changes the entitlement age for Medicare, this plan will abide by the federal government); becomes eligible to participate under another group insurance plan; the contribution for continuation coverage is not paid on time; the school district no longer provides group insurance coverage; or the continuation period ends.
6. The retiree will pay the full insurance premium as determined by the insurance provider or insurance pool. Premium payments must be submitted to the insurance provider or Business Manager's office, as determined by each insurance plan, not later than the 1<sup>st</sup> of each month, or the date determined by the insurance provider.

LEGAL REFS.: SDCL 3-12-46 et seq.  
13-10-4; 13-10-6 through 13-10-8  
Age Discrimination in Employment Law,  
P.L. 95-592, as amended in Oct., 1996.

Adopted: 12-2002

Revised: 5-11-2015