

DALLAS SCHOOL DISTRICT No.2

ANNUAL OPT OUT ELECTION FORM

Current employees eligible for District medical insurance contributions may “opt out” of participation in medical insurance if they are covered by another employer-sponsored group medical insurance plan. Employees eligible to opt out will receive **\$550** per month. This amount will be subject to all applicable taxes and withholdings. The Opt Out benefit is governed by District policy #GCBC/GDBC.

To be eligible for the monthly payment, the employee must:

- Maintain coverage under another employer-sponsored group medical benefit plan;
- Provide proof of current coverage under the other employer-sponsored group medical benefit plan;
- Submit his or her election to opt out through the on-line OEGB benefit management system each year;
- Submit this completed form to the District Business Office.

Employees must submit a new opt out election and proof of other coverage Each Plan Year. Monthly payments will immediately cease at any time an employee fails to meet one of the conditions above or is no longer employed with the District.

Employees who opt out of the medical insurance may re-enroll in the plans during an open enrollment period or during the plan year if they experience a qualifying status change, subject to the rules and regulations set forth by OEGB. Monthly opt out payments will cease in the month prior to the effective date of the newly elected insurance coverage.

Employees who opt out of the medical insurance plan may still enroll in dental and/or vision insurance plans. The District and the employee will divide equally the cost of the dental and/or vision plan available to them. The employee portion of the cost of the dental and/or vision plan will be a pre-tax payroll deduction in compliance with our Section 125 plan.

If an employee who has elected to opt out drops dental and/or vision and re-enrolls during an open enrollment period, the employee would be held to routine and preventative care for the first 12 months and subject to a 12 month waiting period orthodontia coverage. However, if the employee had a qualifying event they would return to dental and/or vision with full coverage.

If any employee “opts out” of insurance and then retires before re-enrolling during an open enrollment period or because of a qualifying event, they will not be eligible for medical insurance upon retiring. It is the sole responsibility of the employee to understand the tax implications and insurance coverage aspect of “opting out” of insurance.

These provisions are subject to the rules and regulations set forth by OEGB and any other applicable federal and state laws. Further, the district reserves the right to establish other rules and regulations necessary for the implementation of this provision.

I certify that I meet the requirements, understand the information detailed above and am eligible to participate in the District’s Opt Out Program.

I am choosing to Opt Out of Health Benefits _____ YES

I am enrolling in dental benefits _____ YES / NO

I am enrolling in vision benefits _____ YES / NO

This election becomes VOID on September 30 of each year. If you wish to continue to participate in this program, you must submit a new election form before the end of Open Enrollment each year.

For Business Office Use Only

Received OEGB confirm _____

Received proof of coverage _____

Start Date ____ / ____ / ____

Reviewed by: _____

Print Name _____

Signature _____

Date _____