

SUBJECT: HEALTH INSURANCE

Health insurance for certificated and classified support staffs shall be in accordance with their respective negotiated agreements.

Coverage for School Board Members

Current school board members may participate in medical, surgical and hospital insurance plans offered by the BOCES. However, the total cost of participation by school board members and their families shall be borne by such members.

School board members with twenty (20) or more years of service in such a position, subject to such conditions, limitations, and eligibility requirements as may be fixed by the Board, are permitted to participate in such insurance plans provided that the participating retired school board members pay the total cost of participation for themselves and their families. (See Board Policy 1550)

General Municipal Law Sections
92-a(1-a), 92-a(2) and 92-a(4)

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 eighteen (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 thirty-six (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 sixty (60) days to complete the continuation of coverage election form. They must pay the full cost of their premium and may be charged for any administrative costs incurred.

Consolidated Omnibus Budget
Reconciliation Act of 1985

Adopted: February 13, 2002