

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Employee: Continuation of Health Insurance Plan

Code Number: 451.54

Employees who retire early from the Sioux City Community School District, and who are not eligible for benefits under the District's early retirement plan if still applicable, shall be allowed to continue coverage in the District's group health insurance program at their own expense. This plan includes coverage for the employee's spouse and dependents if the spouse and dependents were covered at the time of the employee's early retirement. Family members may be added or deleted after the early retirement date according to the policy rules for active employees.

For purposes of this policy, the phrase "retire early" means termination of employment and application and receipt of benefits under IPERS, the Iowa Public Employment Retirement System, before the employee attains 65 years of age. Continued coverage under this policy is available until the employee attains 65 years of age.

Employees who terminate employment with the District prior to retirement may be eligible for continuation coverage as required under Cobra. Employees who return to full time employment with another employer are no longer eligible for coverage except as required under COBRA (Consolidated Omnibus Budget Reconciliation Act).

First Adoption: April 11, 1995

Revision Adoption: March 28, 2000/July 20, 2009

Legal Reference: Code of Iowa Chapter 509B. Public Law 99-272