

HEALTH CARE BENEFITS FOR RETIREES

Employees who are eligible for retirement from the School District and who are eligible for Health Care Benefits under the then current Health Care Benefits Plan will be allowed to remain under the District's Health Plan (Medical, Dental and Vision). However, the employee will be required to pay the monthly premium as listed in Schedule A of the Employee Benefit Plan. Schedule A will be reviewed yearly by the Board of Trustees. Retiree Medicare premiums will be calculated based on the eligibility of each individual or dependent separately.

An eligible Employee who is covered or eligible for coverage under this Plan as of August 31, 2015, and who is eligible for retirement (or early retirement) and have completed 10 years of continuous credited Full-Time service with the District or have paid premiums for health care coverage to the District for 10 continuous years, shall be eligible for benefits by paying the required premium due. The 10 years of continuous service need not be immediately preceding the date of retirement as long as the Employee has been employed by the District in a part time capacity up to the date of retirement. See the Coordination of Benefits section for more information on how this plan coordinates with Medicare coverage.

An eligible Employee who is covered under this plan, except for an eligible employee as described above and who is eligible for retirement (or early retirement) and have completed 15 years of continuous credited Full-time service with the District or have paid premiums for health care coverage to the District for 15 continuous years, shall be eligible for benefits by paying the required premium due. The 15 years of continuous service need not be immediately preceding the date of retirement as long as the Employee has been employed by the District in a part time capacity up to the date of retirement. See the Coordination of Benefits section for more information on how this Plan coordinates with Medicare coverage.

The surviving spouse of the retiree may remain under the health plan after the death of the retiree so long as the retiree was covered under the District's health plan at the time of death. If the surviving spouse should then remarry, that individual would not be entitled to coverage under the health plan. The spouse of the retiree may remain under the health plan, so long as the retiree is covered under the District's health plan, or until such time as they no longer qualify, except for a pre-65 surviving spouse of a deceased retiree, in which case the pre-65 surviving spouse may remain under the health plan until they reach the age of 65, and are eligible for Medicare Part A and/or Part B. Eligible dependents of the retiree may continue coverage under the plan until such time as they no longer qualify.

Failure of the retiree to pay the monthly premium for himself, spouse and eligible dependents will terminate the coverage of the plan.

Beginning September 1, 2016, Post-65 Retirees electing the Non-Grandfathered Medical Supplement type plan are not allowed to switch back to the Grandfathered plan.

Full time employees terminating from the School District and their eligible dependents will be allowed coverage under the District's Health Plan as set forth under the COBRA provision of the Employees Benefit Plan. Again, the individual will be required to pay the monthly premium and administration fee on himself, spouse and eligible dependents as listed under Schedule A of the Employee Benefit Plan. Schedule A will be reviewed yearly. Failure to pay the premium will terminate the coverage of the plan.

Adopted: 04/13/92

Revised: 12/13/95 10/08/01 09/27/04 08/08/16
05/08/17 05/14/18

School District #1, Sweetwater County, Wyoming