

## **Eligible Former Employee Health Care Benefits**

### Section A - Introduction

The Board of Education offers access to medical insurance coverage under one of the district's health care plans accessible to Eligible Former Employees. This includes individuals retiring from the school district and receiving voluntary termination benefits, eligible IMRF annuitants, and former employees receiving COBRA benefits.

### Section B - Health Benefit Selection

Eligible Former Employees will participate in the school district's open enrollment process annually to select a health benefit plan for which they are eligible.

If the Eligible Former Employee does not complete the open enrollment process during the designated period for that process, the Eligible Former Employee's plan enrollment will be terminated at the conclusion of the health plan year.

### Section C - Payment for Health Benefits

Eligible Former Employees are responsible for paying the entire expense or a portion of the expense for their health benefits. The portion of the expense is defined by the agreement for which an Eligible Former Employee is granted access to the district's health care plans. Eligible Former Employees will be provided with the amount due for the plan year and payment instructions for making payment.

If an Eligible Former Employee does not remit payment within (30) days from the due date of the payment, the Assistant Superintendent for Business Services / CSBO or designee will issue a notice indicating that the Eligible Former Employee's health plan enrollment will be terminated within (30) days if the account is not made current. The notice will be sent by certified mail.

Approved:      TBD