

What you should know about your Insurance after Retirement as a **TEACHER who is MEDICARE ELIGIBLE (age 65+)** at South Washington County Schools

The information below, while lengthy, should be read by any employee who carries insurance with the district and who is about to retire. In all examples, we have assumed a June retirement date with benefit coverage through August 31.

Retirees

- Retirees are eligible to **continue the insurance coverage that they had on their last day as an active employee**, except for Long Term Disability. Long Term Disability cannot be carried into retirement.
- Teachers that work until the end of their school year calendar will have coverage until August 31; COBRA coverage would begin September 1.
- All other employees will have coverage to the end of the month they last worked.
- Benefit Resource, Inc (BRI) will mail insurance continuation (COBRA) information and the COBRA election form to the retiree's home address.
- Retirees must make an election to continue coverage by completing the COBRA election form. Insurance coverage continuation is not automatic. Employee election is required even for those employees whose bargaining units provide District-paid benefits after retirement.
- Retirees will receive monthly COBRA payment information for insurances that they have elected to carry into retirement from BRI.
- Retirees are eligible to continue elected medical, vision and life insurance coverage for 18 months. Dental insurance can be continued indefinitely.
- Elected insurance coverage can be dropped at any time by mailing a letter to BRI, stating which insurance(s) you wish to drop.
- Each insurance type (health, dental, vision, life) requires a separate election or waiver. For example, an employee may wish to continue health insurance but not dental coverage, this is permissible.

Health Insurance

- Retirees, who had **family health** insurance as an active employee, may elect to continue family health insurance into retirement.
 - If the retiree elects and continues family coverage for 18 months allowed under COBRA, then their younger spouse may stay on the District's plan (single policy) until they too are Medicare eligible.
 - The retiree is responsible for removing a spouse from coverage once that spouse is Medicare Eligible.
- Retirees, who had **family health** insurance as an active employee, may choose to elect single health insurance coverage instead of family coverage.
 - Retirees who elect to continue single coverage into retirement may add previously eligible dependents during an open enrollment period that occurs within the first 18 months after retirement. However, that dependent will have coverage only for the remaining months of that 18-month period.
 - For example, an employee with family insurance coverage retires and has coverage through August 31, 2022 and elects single continuation coverage beginning September 1, 2022. During the next open enrollment period the retiree adds her spouse beginning on January 1, 2023. That spouse would have coverage only through February 28, 2024, which is 18 months from the employee's retirement date.

- Newly acquired dependents (for example; newly married) may be added within 30 days of that event. A newly acquired dependent, which has been added to the retiree's insurance coverage, will have the same protection as if the retiree elected family coverage at the time of retirement.
- Retirees, who had **family health** insurance as an active employee, may elect to waive health insurance. A retiree who initially waives health insurance coverage, but retains dental and/or vision insurance, may add health insurance during an open enrollment period that occurs within the first 18 months after retirement. However, that retiree will have health insurance only for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and waives health insurance but elects dental insurance to begin on September 1, 2022. During the next open enrollment period the retiree enrolls in health insurance beginning on January 1, 2023. The retiree would have health insurance coverage only through February 28, 2024 which is 18 months from the employee's retirement date.
- Retirees who waive both **family health**, dental and vision insurance after retirement cannot re-elect coverage later.
- Retirees, who had **single health** insurance as an active employee, may elect to continue single health insurance into retirement.
- Retirees who elect to continue **single health** insurance coverage into retirement may add previously eligible dependents during an open enrollment period that occurs within the first 18 months after retirement. However, that dependent will have coverage only for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and elects single continuation coverage beginning September 1, 2022. During the next open enrollment period the retiree adds their spouse beginning on January 1, 2023. That spouse would have coverage only through February 28, 2024 which is 18 months from the employee's retirement date.
 - Newly acquired dependents (for example; newly married) may be added within 30 days of that event. A newly acquired dependent, which has been added to the retiree's insurance coverage, will have the same protection as if the retiree elected family coverage at the time of retirement.
- Retirees, who had **single health** insurance as an active employee, may elect to waive health insurance. A Retiree who initially waives health insurance coverage, but retains dental and/or vision insurance, may add health insurance during an open enrollment period that occurs within the first 18 months after retirement. However, that retiree will have health insurance only for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and waives health insurance but elects dental insurance to begin on September 1, 2022. During the next open enrollment period the retiree enrolls in health insurance beginning on January 1, 2023. The retiree would have health insurance coverage only through February 28, 2024 which is 18 months from the employee's retirement date.
- Retirees who waive both **single health**, dental and vision insurance after retirement cannot re-elect coverage later.

Dental Insurance

- Retirees, who had **family dental** insurance as an active employee, may elect to continue family dental insurance into retirement.
- Retirees, who had **family dental** insurance as an active employee, may choose to elect single dental insurance instead of family coverage.
 - Retirees who elect to continue single dental coverage into retirement may add previously eligible dependents during an open enrollment period that occurs within the first 18 months after retirement. However, that dependent will have coverage only for the remaining months of that 18-month period.
 - For example, an employee with family insurance coverage retires and has coverage through August 31, 2022 and elects single continuation coverage beginning September 1, 2022. During the next open enrollment period the retiree adds their spouse beginning

on January 1, 2023. That spouse would have coverage only through February 28, 2024, which is 18 months from the employee's retirement date.

- Newly acquired dependents (for example; newly married) may be added at the time of the event. Newly acquired, and added dependents, have the same protection as if the retiree elected family coverage at the time of retirement.
- Retirees, who had **family dental** insurance as an active employee, may elect to waive dental insurance. A Retiree who initially waives dental insurance coverage, but retains health and/or vision insurance, may add dental insurance during an open enrollment period that occurs within the first 18 months after retirement. However, that retiree will have dental insurance only for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and waives dental insurance but elects health insurance to begin on September 1, 2022. During the next open enrollment period the retiree may enroll in dental insurance beginning on January 1, 2023. The retiree would have dental insurance coverage only through February 28, 2024 which is 18 months from the employee's retirement date.
- Retirees who waive **family dental**, health and vision insurance after retirement cannot re-elect coverage later.
- Retirees, who had **single dental** insurance as an active employee, may elect to continue single dental insurance into retirement.
- Retirees who elect to continue **single dental** insurance coverage into retirement may add previously eligible dependents during an open enrollment period that occurs within the first 18 months after retirement. However, that dependent will have coverage only for the remaining months of that 18-month period.
 - For example, an employee with family insurance coverage retires and has coverage through August 31, 2022 and elects single continuation coverage beginning September 1, 2022. During the next open enrollment period the retiree adds her spouse beginning on January 1, 2023. That spouse would have coverage only through February 28, 2024 which is 18 months from the employee's retirement date.
 - Newly acquired dependents (for example, newly married) may be added within 30 days of that event. Newly acquired, and added dependents, have the same protection as if the retiree elected family coverage at the time of retirement.
- Retirees, who had **single dental** insurance as an active employee, may elect to waive dental insurance. A Retiree who initially waives dental insurance coverage, but retains health and/or vision insurance, may add dental insurance during an open enrollment period that occurs within the first 18 months after retirement. However, that retiree will have dental insurance only for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and waives dental insurance but elects health insurance to begin on September 1, 2022. During the next open enrollment period the retiree enrolls in dental insurance beginning on January 1, 2023. The retiree would have dental insurance coverage only through February 28, 2024 which is 18 months from the employee's retirement date.
- Retirees who waive **single dental**, health and vision insurance and health insurance after retirement cannot re-elect coverage later.

Vision Insurance

- Retirees, who had **family vision** insurance as an active employee, may elect to continue family vision insurance for up to 18 months allowed under COBRA.
- Retirees, who had **family vision** insurance as an active employee, may choose to elect single vision insurance instead of family coverage.
 - Retirees who elect to continue single vision coverage for up to 18 months may add previously eligible dependents during an open enrollment period for the remaining months of that 18-month period.
 - For example, an employee with family insurance coverage retires and has coverage through August 31, 2022 and elects single continuation coverage beginning September 1, 2022. During the next open enrollment period the retiree adds her

spouse beginning on January 1, 2023. The retiree and spouse would have coverage through February 28, 2024, which is 18 months from the employee's retirement date.

- Newly acquired dependents (for example; newly married) may be added at the time of the event.
- Retirees, who had **family vision** insurance as an active employee, may elect to waive vision insurance. A Retiree who initially waives vision insurance coverage, but retains health and/or dental insurance, may add vision insurance during an open enrollment period for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and waives vision insurance but elects health insurance to begin on September 1, 2022. During the next open enrollment period the retiree enrolls in vision insurance beginning on January 1, 2023. The retiree would have coverage through February 28, 2024, which is 18 months from the employee's retirement date.
- Retirees who waive **family vision**, health and dental insurance after retirement cannot re-elect coverage at a later date.
- Retirees, who had **single vision** insurance as an active employee, may elect to continue single vision insurance for up to 18 months.
- Retirees who elect to continue **single vision** insurance coverage for up to 18 months may add previously eligible dependents during an open enrollment period for the remaining months of that 18-month period.
 - For example, an employee with single insurance coverage retires and has coverage through August 31, 2022 and elects single continuation coverage beginning September 1, 2022. During the next open enrollment period the retiree adds her spouse beginning on January 1, 2023. The retiree and spouse would have coverage through February 28, 2024, which is 18 months from the employee's retirement date.
- Retirees, who had **single vision** insurance as an active employee, may elect to waive vision insurance. A Retiree who initially waives vision insurance coverage, but retains health and/or dental insurance, may add vision insurance during an open enrollment period for the remaining months of that 18-month period.
 - For example, an employee retires and has coverage through August 31, 2022 and waives vision insurance but elects health insurance to begin on September 1, 2022. During the next open enrollment period the retiree enrolls in vision insurance beginning on January 1, 2023. The retiree would have coverage through February 28, 2024, which is 18 months from the employee's retirement date.
- Retirees who waive **single vision**, health and dental insurance after retirement cannot re-elect coverage at a later date.

Basic Life Insurance

- Retirees, who had **basic life** insurance as an active employee, may elect to continue that coverage into retirement.
- The full value of the **basic life** insurance can be continued for 18 months.
- At the end of 18 months the value of the benefit is reduced to half the original amount. The retiree may convert the reduced half value to an individual policy direct with the insurance company. Information regarding conversion will be mailed to the retiree's home prior to the end of the 18-month period.
- Retirees, who had **basic life** insurance as an active employee, may elect to waive basic life insurance. Once waived, coverage cannot be re-elected later.

Supplemental Life Insurance

- Retirees, who had **supplemental life** insurance as an active employee, may elect to continue that coverage into retirement, but only if they have also elected to continue Basic Life insurance.
- The full value of the **supplemental life** insurance can be continued for 18 months. At the end of 18 months the value of the benefit is reduced to half the original amount. The retiree may convert the reduced half value to an individual policy direct with the insurance company. Information regarding conversion will be mailed to the retiree's home prior to the end of the 18-month period.

- Retirees, who had **supplemental life** insurance as an active employee, may elect to waive supplemental life insurance. Once waived, coverage cannot be re-elected later.

Dependent Life Insurance

- Retirees, who had **dependent life** insurance as an active employee, may elect to continue that coverage into retirement, but only if they have also elected to continue Basic Life insurance.
- **Dependent life** insurance can be continued for 18 months. The retiree may convert **dependent life** into an individual policy direct with the insurance company. Information regarding conversion will be mailed to the retiree's home.
- Retirees, who had **dependent life** insurance as an active employee, may elect to waive dependent life insurance. Once waived, coverage cannot be re-elected later.