

POST SERVICE HEALTH/WELFARE BENEFIT PARTICIPATION

Board of Education members who have been enrolled in the Office of Education's health and welfare benefits programs on a member-paid basis immediately prior to their conclusion of Board service may continue to participate after completion of their term of office under specified conditions as noted in this policy. The coverage available to Board members will be the same as provided to active management employees, consistent with the provisions of the benefit plans.

Participation in the available health, dental, and/or vision programs shall be voluntary; and coverage, if elected by the Board member, must remain continuous. Premiums shall be paid by the former Board member and are due and payable by the first of every month. Eligibility shall be terminated if the monthly premium is not kept current. If coverage is interrupted due to unpaid premiums, it shall not be reinstated.

The health and welfare programs, including but not limited to the plan offered to participants, eligibility requirements and description of the benefits which are subject to coverage, shall be at the sole discretion and subject to the regulations of the carrier and/or self-funded governance body.

Within 30 calendar days of the member's last day in office, members who wish post-service coverage shall indicate their desire to do so. Board members will be eligible for post-service coverage pursuant to the Consolidated Omnibus Reconciliation Act (COBRA). They may purchase such benefits for the time period specified under COBRA and will be responsible for all premium costs and deductibles associated with the particular benefit plan.

Health/Welfare Benefit Participation for Retired Board Member/Surviving Spouse

To be eligible to retire from the Board, a member must be aged 55 or older, have served a minimum of 10 years on the Board, and not be disqualified from holding office by the Constitution or laws of the state.

Within 30 calendar days of the member's last day in office, retiring Board members who wish post-retirement coverage shall indicate their desire to do so. A retired Board member and his/her surviving spouse will be eligible to participate in the same health and welfare benefit plans available to Office of Education active management employees so long as the Board member was enrolled in the Office of Education's health and welfare benefit program immediately prior to his/her retirement and the premiums are paid timely and without interruption by the retired Board member/surviving spouse.

Surviving spouses of board members who would have been eligible to retire from the Board, but who died while in office, may participate in this option. It shall

not extend to the new spouse upon the remarriage of a surviving spouse of a former board member.

Legal Reference:

EDUCATION CODE

1040 Duties of Boards

1041 Powers of Boards

1090 Compensation for members

GOVERNMENT CODE

53201 Group insurance: legislative body of a local agency

53208.5 Group insurance members of legislative bodies; limitations