

PERSONNEL

INSURANCE

The district shall make a contribution toward premiums for full-time staff for insurance programs, which are approved by the district. The district may provide prorated contributions toward premiums for less than full-time staff. Insurance protection provided to staff shall be managed as a part of the district's risk management program and shall be subject to the district's policies regarding insurance.

In compliance with COBRA (the Consolidated Omnibus Budget Reconciliation Act), the district will offer continuing health care coverage on a self-pay basis to staff members and their dependents following termination (for reasons other than gross misconduct), a reduction in hours, retirement or death. These health benefits will be identical to the coverages offered to full-time staff members,

For terminated or reduced-hour staff members, the coverage may last up to 18 months or until they become eligible for other health insurance coverage, whichever is earlier. In the event of the staff member's retirement, divorce, separation or death, the coverage may last up to 36 months for the staff member and/or qualified beneficiary. The full policy monthly premium plus a 2 percent administration fee will be paid by the staff member or the beneficiary to the district. Pursuant to state law, coverage for a retiring staff member shall last at least until June 30, 1994 or Medicare eligibility, whichever occurs first.

Legal References:	RCW 28A.400.350	Liability, life, health, health care, accident, disability and salary insurance authorized--premiums
	28A.400.370	Mandatory insurance protection for employees

Consolidated Omnibus Budget Reconciliation Act

WAC 392-130	Self-Funded Insurance Benefits for Employee Benefits
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Ch. 195, Laws of 1992

Adoption Date: November 14, 1994
Wenatchee School District