Separation of Employment

An employee who was enrolled in health insurance coverage at the time of separation of employment is eligible for COBRA (continuation of insurance).

**Temporary Employees:**
Insurance coverage will end on June 30, for enrolled employees hired on or after September 1, whose assignment will end at the end of the school year. Employees receive COBRA information at their home address in June.

Insurance coverage will end on September 30, for enrolled employees hired prior to September 1, and whose assignment will end at the end of the school year. Employees receive COBRA information at their home address in September. *(See COBRA)*

**Retirees and 110 Transitional Retirees:**
District-paid insurance coverage will continue for licensed and classified school year staff until September 30. Retirees who choose to maintain their coverage through the District on a retiree basis may do so under the following conditions: A retiree must be at least fifty (50) years of age; have ten (10) years of continuous coverage accumulated with any CEBT group or, have been employed by the district continuously for a minimum of fifteen (15) years and retiree must be covered by CEBT through the date of retirement. The retiree may continue coverage up to age sixty-five (65). If age 65, and not eligible for Medicare, the participant can continue on COBRA up to 18 months. Retirees cannot continue life coverage, but may convert to an individual life policy within sixty (60) days of retirement date. The conversion form is included with the COBRA information packet that is sent to the retiree.

Retirees receive COBRA information at their home address in September.

Coverage ending dates for 260-day employees and administrators who retire or resign depends on upon the date of the employee’s last paycheck. The insurance benefits specialist will send COBRA information to these individuals accordingly. *(See COBRA)*

If the employee elects to continue on the District’s insurance, pay the monthly cost of the premium to the District is due before or on the 20th of each month. *(See COBRA)*