

Employee Retirements-Health Insurance

IPERS eligible employees who retire prior to age sixty-five (65) have the right to continue to participate in the District's Health Insurance Plans at the group rate until age 65.

Adopted: August 9, 1982
Reviewed: January 6, 2009
Revised: June 9, 2014

Employee Retirements and Health Insurance

Resignation must be received and accepted by the Board of Education prior to establishing program eligibility for retiring employees.

Retiring employees must apply for participation in the program by filing the appropriate forms with the Payroll/Benefits office.

Premium payments for the program will be at the complete and total expense of the retiring employee.

Premium payments for the ensuing month shall be in the Payroll/Benefits office prior to the tenth (10th) day of each month if paid by check. Failure to make said advance payment shall disqualify the employee for all benefits under the program. If premium is paid by automatic debit withdrawal, deduction will be made the last business day of the month.

All checks are to be made payable to the Dubuque Community School District in the amount determined by the master insurance agreement and remitted to the Payroll/Benefits office of the School District. The School District will not accept cash payments and all payments must be made in advance.

Retired employees will be notified, in writing, each year by the Payroll/Benefits office of the change in rates for the ensuing insurance contract year.

Retired employees approaching the age of sixty-five (65) must notify, in writing, the Payroll/Benefits office of that fact at least ninety (90) calendar days prior to his/her sixty-fifth (65th) birthday.

Participating employees wishing to discontinue membership in the program must notify, in writing, the Payroll/Benefits office by the tenth (10th) of the month in order for coverage to be terminated at the end of the month.

Participating employees may be required to file an affidavit certifying eligibility for continued membership in the program.