

Policy Information

Series 5000 - Personnel

Option to Medical Insurance Coverage

Policy # 5312, 3.1.2

POLICY

1999 5312

Personnel

SUBJECT: OPTION TO MEDICAL INSURANCE COVERAGE

The Board recognizes that members of the administrative, supervisory, support staff, and teacher association have the right to select medical insurance as a term and condition of their employment by the BOCES. The Board further recognizes that individual members of the administrative, supervisory, support staff, or teacher association may have, or be eligible for, medical coverage from another source as well.

Therefore, it will be the policy of the Board that any member of the administrative, supervisory, support staff, or teacher association who is qualified to receive medical insurance subsidized by the BOCES may elect not to participate in the BOCES-furnished medical plans, and to receive a cash payment for not participating. Any active employee selecting this option must assure the BOCES that medical coverage is being obtained from another source.

It will be the responsibility of the District Superintendent to develop and publish appropriately the regulations governing the implementation of this policy.

Board Approved

2/16/93

6/15/93

GLSW Board Approved

2/2/94

7/18/95

8/24/99

9/17/08

1997

R - 5312 - 1

ADMINISTRATIVE REGULATION

Personnel

SUBJECT: OPTION TO MEDICAL INSURANCE COVERAGE

Any member of the administrative, supervisory, support staff, or teacher association who is eligible for medical insurance subsidized by the BOCES may elect to not participate in the medical insurance program and receive a cash payment via payroll for such non-participation. Any person wishing to select this option must:

1. On a form provided by the BOCES, file with the Employee Benefits Clerk the selection of a cash payment in lieu of medical insurance not later than June 15th, preceding the fiscal year in which the benefit is being sought or when first employed, at new employee orientation.
2. Attest on such form that medical insurance is available and will be provided from another source.

To each regular full-time employee electing the non-participation option, the BOCES will provide a lump sum payment via payroll in an amount specified in contract language, or in an amount approved by the Board, in June at the end of the year in which the employee is not participating. Regular employees less than full-time will be eligible for this benefit on a pro-rated basis. Should the employee, for any reason, re-enroll in the medical insurance plan during the year prior to June 1st, the cash payment will be forfeited.

Board Approved
2/16/93
6/15/93
2/2/94
7/18/95
4/15/97
8/24/99
7/01/04
09/17/08

F - 5312

**GENESEE-LIVINGSTON-STEUBEN-WYOMING BOCES
Medical Opt-Out Request Form**

Cash in lieu of health insurance:

Any member of the administrative, support staff, or teach association who is eligible for medical insurance furnished by the Genesee Valley Educational Partnership ("Partnership") may elect to not participate in the medical insurance program and receive a cash payment for such non-participation.

Any current employee wishing to select this option must:

1. Submit this form with the Employees Benefits Clerk the selection of a cash payment in lieu of medical insurance not later than June 15th preceding the fiscal year in which the benefit is being sought.
2. Attest on such form that medical insurance is available and will be provided from another source.

Any new employee may elect to participate in the cash payment in lieu of health insurance benefits by making an election during New Employee Orientation.

3. The election to "opt out" of medical insurance will continue until such time as the employee elects to re-enter the Partnership's medical insurance plan or is no longer eligible to receive the Partnership's subsidized medical benefit.

To each regular full-time employee electing the non-participation option, the Partnership will provide a lump sum payment via payroll in an amount specified in contract language, or in an amount approved by the Board, in June at the end of the fiscal year in which the employee is not participating. Regular employees less than full-time or who start after July 1st will be eligible for this benefit on a pro-rated basis.

My signature below indicates that I am covered by a medical insurance policy as of the date of my signing; that upon Partnership request, I will provide proof of such coverage; and that I will notify the Benefits Clerk in writing immediately if that coverage ceases for any reason.

Employee Signature

Date of Employee Signature

Employee Benefits Clerk Signature

Date Processed

xc: Employee
Payroll Clerk

Board Approved

2/2/94

7/18/95

8/24/99

09/17/08

6/20/12

Adoption Date: 2/16/1993, Revised: 6/15/1993; 02/02/1994, 07/18/1995, 08/24/1999, 09/17/2008
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