

## **I. Guidelines to Qualify**

a. Any permanent employee of the Clarksville-Montgomery County School System who is Eligible under the criteria listed below shall receive Board support of medical insurance premiums, excluding dental programs. This applies to either an individual or two-party program and applies to June 2018 to May 2021 retirees.

## **2. Criteria for Qualifying**

- a. Must have a minimum of thirty (30) years of creditable service in the Tennessee Consolidated Retirement System with or without military service or accumulated sick leave; Or must be fifty-five (55) years of age by June 30, 2018
- b. Must have a minimum of twenty (20) years of service with the Clarksville-Montgomery County School System.
- c. Employees employed less than 260 days per year may apply/notify the Human Resources office in writing of their intent to retire at the end of the 17/18 school year in the months of August, September, October, November, December 2017, or January, February 2018. March 1, 2018 is the last day a person may notify the CMCSS of their intention to retire and still be eligible for the insurance retirement benefit. The effective date of retirement is to be between close of school year 17/18 and June 30, 2018. Employees may request a January retirement date if the extra semester is needed to qualify for a full service retirement. Exceptions may be made to June and January retirement dates if the employee's retirement is due to a severe medical condition that no longer allows them to continue working.
- d. Employees employed 260 days per year may notify Human Resources office of the intent to retire ninety days prior to the retirement date to qualify.
- e. CMCSS District's contributions will continue until the retired employee reaches age 65, enrolls in Medicare, or participates a maximum of 10 years, whichever occurs first.
- f. The retired employee must make premium payments to the Human Resources Office, Benefits Division, in a timely manner.
- g. The employee must be currently participating and must have participated in the group medical insurance program for the preceeding three (3) years.
- h. Covered spouse or dependent child must follow same guidelines that the retired employee is required to follow in regards to Medicare and age 65.
- i. The District's contributions will cease once the retired employee is no longer covered under the policy. A covered spouse may remain on the policy until age 65 or until eligible for Medicare. Dependent children may stay on the plan, as long as they meet the criteria outlined for dependent children or are eligible for Medicare. A covered spouse or dependent will be required to pay the full cost of the premium if the retiree is no longer enrolled in the plan.

## **3. Additional Information**

a. Dual Employees-In the event both husband and wife are employees of the school district and Their retirement year is not the same, coverage may continue with the actively employed spouse. Upon retirement, the second employee, provided the above requirements are met, may be afforded the employer matching of the benefit based on the length of time since the first retirement date. This provision would be applicable if the benefit is not offered during the year of the second retirement and/or the first retiree has attained the age of 65 and no longer participates in the retirees group.

**\$500 Deductible  
Retiree Medical Insurance Plan**

CMCSS's payment would remain a constant figure for the life of the employees eligibility to participate in the plan. \*CMCSS's payment will be based on 50% of the premium at time of retirement. Any increase in the cost of insurance during a retiree's eligibility participation period would be the sole responsibility of the retiree.

The information below summarizes the payment and benefits for single or two-party plan for the first year.

**2018  
Retirement Medical Insurance  
Retiree PPO Plan**

**\*50% Contribution from District**

| Type of Coverage | Retiree Monthly Premium | BOE Monthly Contribution |
|------------------|-------------------------|--------------------------|
| Single           | \$294.42*               | \$294.42                 |
| 2-Party          | \$577.22*               | \$577.22                 |

| <b>**Deductible</b> | <b>In-Network</b> | <b>Out-of-Network</b> |
|---------------------|-------------------|-----------------------|
| Individual          | \$500.00          | \$1,000               |
| Two Party           | \$1,000           | \$2,000               |

| <b>Plan Payment Percentage</b> | <b>80%</b> | <b>60%</b> |
|--------------------------------|------------|------------|
|--------------------------------|------------|------------|

| <b>Out-of-Pocket Limit</b> |         |         |
|----------------------------|---------|---------|
| Individual                 | \$2,000 | \$4,000 |
| Two Party                  | \$3,000 | \$6,000 |

| <b>Prescription Drugs</b> | <b>In-Network</b>                               | <b>Out- of Network</b> |
|---------------------------|---|------------------------|
| Individual                | \$75.00 deductible for brand name prescriptions |                        |
| Generic                   | 100%  | 100%                   |
|                           | no deductible                                   | no deductible          |
| Preferred Brand Name      | 80%   | 60%                    |
|                           | after deductible                                | after deductible       |
| Non-Preferred Brand Name  | 70%   | 50%                    |
|                           | after deductible                                | after deductible       |

**On-Site Medical Clinic benefits will remain in effect while enrolled in the CMCSS retiree plan.**

\*The plan for 2018, 2019 , 2020 and 2021 retirees would be based on 50% of the respective premium rates for the specific year of retirement. Updates for this and ensuing years will be communicated at appropriate times. Premiums could change based on requirements of the medical plan.

\*\* Deductible and co-payments could change based on requirements of medical plan in the future