

## Retiree Health Care Premium Contribution Rates

Group (Retirees)	Minimum age required to maintain KUSD benefits upon retirement	Minimum continuous years of benefit eligible service in the district to maintain KUSD health benefits upon retirement	Retiree health insurance premium contribution rate
AST <sup>1</sup> (Administrative, Supervisory & Technical)	Age 55	15 years <sup>3</sup>	12% to age 65 or Medicare eligible
ESP (Educational Support Professional)	Age 57	15 years <sup>3</sup>	0% to age 65 or Medicare eligible
Carpenters and Painters	Age 57	15 years <sup>3</sup>	12% to age 65 or Medicare eligible
Service (Custodial, Mechanics, Truck Drivers, Warehouse, Maintenance, Food Service)	Age 55	15 years <sup>3</sup>	12% to age 65 or Medicare eligible
ASP (Administrative Support Professional)	Age 57	15 years <sup>3</sup>	10% to age 65 or Medicare eligible
Teachers <sup>2</sup>	Age 55	15 years <sup>3</sup>	12% to age 65 or Medicare eligible
Interpreters	Age 55	15 years <sup>3</sup>	100% to age 65 or Medicare eligible

You are entitled to insurance continuation only if actively covered under the insurance the day prior to retirement.

1 - ASTs age 55 or older with 15 years of service in the district, 10 years of which must be continuous and full-time as an AST, are eligible for single, employee + child(ren), employee + spouse or family medical and/or dental coverage. The cost for medical coverage is based on the premium contribution rate at time of retirement (see chart above). Dental contributions will be 10% of the monthly premium rate. In case of any conflict between this guide and an official plan document, the plan document will be the final authority.

2 - Teachers ages 55 to 61 with 15 years of continuous benefit eligible service<sup>3</sup> are eligible for only single medical coverage upon retirement. They may elect employee + child(ren), employee + spouse or family medical coverage but will be responsible for the full District cost for their choice minus the single contribution paid by the District.

Teachers ages 62 to 64 with 15 years of continuous benefit eligible service<sup>3</sup> are eligible for single, employee + child(ren), employee + spouse or family medical and/or dental coverage. The cost for medical coverage is based on the premium contribution rate at time of retirement (see chart above). Dental contributions will be 10% of the monthly premium rate.

3 – Continuous years of benefit eligible service is defined as service immediately preceding the date of retirement without a break.

***Kenosha Unified School District reserves the right to terminate, modify or amend these provisions at any time.***