

Rock Valley College

RVC Board Policy 3:30.030

Insurance Coverage for Full-Time Faculty Members Who Retire or Resign

Full-time faculty members (and other professional 9/10-month employees in similar situations) who participate in the College's medical and dental group insurance plans at the time of retirement or resignation, and who leave the College no earlier than the last day of a spring semester but no later than August 31 of the same year shall:

- be allowed to continue in the College's Dental Plan until August 31 of the last year of employment, and
- be required to make payments for the Dental Plan in the same amount as full-time faculty members.

For retirees, the retiree shall:

- be allowed to continue in the Medical Plan until August 31 of the year of retirement, and
- be required to make payments in the same amount as full-time faculty members or as other retirees, whichever is less costly to the retiree, through August 31 of the year of retirement.

For those who resign, the resignee shall:

- be allowed to continue in the Medical Plan as determined by COBRA, and have COBRA payments made by the Board of Trustees through August 31 of the year of resignation.

Full-time faculty members whose employment is terminated shall not be allowed to continue in the College's Medical Plan or Dental Plan after the last day of the month of termination unless specifically required by COBRA, or other State/Federal laws, or in the termination agreement. Group life insurance terminates on the last day of the month of employment.

This Policy will be administered consistent with the College's collective bargaining agreement obligations where applicable.

Reference: Board Report 5336

Implemented: May 20, 1996

Revised: April 8, 2014