

PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS

COBRA INFORMATION

- COBRA stands for Consolidated Omnibus Budget Reconciliation Act passed in 1986 for the purpose of allowing the continuation of an employee's health benefits for up to 18 months after separation from employment at the expense of the employee.
- BOE notifies the plan administrator (WageWorks) within 30 days of the termination of employment.
- WageWorks will send enrollment information to the employee's home within 2 weeks of receiving notification from BOE. Notice will not be sent until the final day of coverage.
- Employee has 60 days after the final date of coverage to decide whether or not to enroll and 45 days after electing coverage (by enrolling on line or sending completed enrollment form to WageWorks) to pay the initial premium.
- The COBRA premium cost is 102% of the premium cost paid by the district and will be billed by and payable to WageWorks as outlined in the enrollment information. Premiums must be paid back to July 1 so that service will be continuous.
- **If the employee needs to see a doctor, fill a prescription, etc. before he has had an opportunity to enroll within the 60 day period, he should pay for the service and retain a receipt so that he can file a claim after his first month premium has been paid.**
- **Retirees with 25 years or more of service** may sign up for medical and prescription benefits at no cost through the State Health Benefits Plan. There is a cost for dental coverage. Sign up for these must take place immediately upon separation from the district. Enrollment information will be sent from the Division of Pensions and if not yet received, the employee should contact them directly. However, vision coverage may be obtained through COBRA.
- **Retirees with less than 25 years of service who are under age 65** may remain enrolled on the district's health plans at their own expense until age 65 at which time they will enroll in Medicare. Please contact Stella Gizas at sgizas@pthsd.net for further information.