Administrative Procedure

July 2010	Adopted
-	Revised

307 Minnesota Post Employment Health Care Savings Plan (HCSP)

The District Office (12 month) employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds contributed by the employer on the behalf of the employee will be deposited into the employee's post employment health care savings plan administered by the Minnesota State Retirement System (MSRS).

Individuals considered District Office Employees include the following:

- Superintendent of Schools
- Superintendent's Secretary/Accounts Payable
- Community Education Director
- Business Manager
- District Accountant
- Human Resource/Payroll Specialist

The Delano Public School shall contribute a lump sum payment in the amount of \$1,400.00 for District Office employees. The lump sum payment shall be deposited in the employee's HCSP account by June 30 of each fiscal year. Pro-rated for partial fiscal year worked.

RETIREE HEALTH INSURANCE

For each retired District Office employee currently eligible for retiree health insurance benefit but is not eligible for Medicare, the School District shall contribute toward the cost of the premium for group health and hospitalization insurance in the amount specified in the agreement/contract for the option that is selected by the District Office eligible retiree.

The School District's obligation to make any contribution toward the cost of the premium for group health and hospitalization insurance will cease as soon as the retiree becomes eligible for Medicare.

Within three months after the date the eligible employee becomes eligible for Medicare, the Delano School District will pay to the State of Minnesota's Health Care Savings Plan, (HCSP) administered by the Minnesota State Retirement System (MSRS), an amount that is equal to the difference, if any, of the set total amount that the District has contributed toward the cost of the premiums for retiree health insurance before the employee became eligible for Medicare. The District's total contribution toward all post-employment insurance premiums and the Minnesota Post-Retirement Health Care Plan shall not exceed the total allocated for retiree health benefit under any circumstances.