



This notice is being provided to all employees that were hired prior to July 1, 2009, will have 15 years of service as of July 1, 2014 and are currently enrolled in a Newport News Public Schools Health Insurance Plan.

As you may be aware, the Newport News School Board adopted a new Retiree Benefits Policy that went into effect on July 1, 2011. This policy, GCBDA and the accompanying procedure GCBDA – P2, changed the benefits that employees are eligible to receive at the time of retirement from NNPS. These changes are being phased in over a period of time.

The next change will occur on August 1, 2014. This change is explained below.

Employees who retire on or after August 1, 2014 may continue to enroll dependents in the Pre-Medicare Eligible (ME) Retirement health plan (the current NNPS employee health plan) until the retiree is eligible for Medicare; however, the School Board contributions to the health care plan will be based on employee only coverage. Currently, the School Board contribution covers the retiree and dependents.

Employees who retire from NNPS between August 1, 2014 and June 30, 2024 at ME age, or Pre-ME age who become ME during this period will receive a fixed School Board Contribution to apply to a Medicare Supplement for the duration of their retirement. This amount will be determined annually by the School Board. Currently, retirees continue to receive the same percentage of School Board contribution for which they are eligible to apply to their Medicare Supplement.

Eligibility for the Virginia Retirement System (VRS) health credit will continue. With 15 years of VRS service, retirees are entitled to receive a Health Care Credit, purchased on their behalf by Newport News Public Schools. The monthly Health Care Credit is \$4.00 for each year of VRS service. For example, with 30 years of service, a retiree is eligible for a Health Care Credit of \$120 each month.

The Health Care Credit can be applied to the cost of any health insurance premiums that retirees pay including health, dental, vision, Medicare part B, Medicare Supplements and Medicare Prescription coverage.

The Benefits Staff is available to assist you and respond to your questions; please call 881-5061 or email ask.benefits@nn.k12.va.us.