

Vesting of Insurance Policy Information



When making your decision about enrolling in medical insurance consider the following when looking forward to retirement. Medical insurance premiums are very costly, the St. James Parish School Board pays a large portion and then the employee pays the remainder.

The vesting program determines the amount the St. James Parish School Board contributes toward your premium as a retiree and is based on the number of years of participation in the health plan.

Consecutive Years of Participation before retirement	Vested Percentage that the Board will pay upon retirement
Fewer than 10 years	25% of the Employer Portion
10 years but fewer than 15 years	50% of the Employer Portion
15 years but fewer than 20 years	75% of the Employer Portion
20 years or more	100% of the Employer Portion

When can I enroll or make changes to my enrollees:

- When hired
- Any year during open enrollment for an effective 1/1 date
- Life changing event such as loss of coverage, marriage, death of a spouse, birth of a child, adoption (There is a **30 day window** to enroll as a result of a life changing event)

Enrollment forms are available in the human resources office.