

HEALTH INSURANCE SPOUSAL COVERAGE

The Waynesboro Public School Board will not offer insurance coverage for the spouse of an employee or retiree, effective January 1, 2020, unless one of the following applies:

- Employee/retiree's spouse is unemployed and not eligible for any other employer-sponsored health coverage.
- Employee/retiree's spouse is employed/self-employed but is not eligible/offered affordable health coverage through their employer.

Employees and retirees will be required to complete the Health Insurance Spousal Affidavit if an employee continues to cover their spouse.

The Waynesboro Public School Board can request proof of the lack of coverage/affordability from the spouse's employer at any time.

Should an employee or retiree's spouse become eligible for health insurance during the plan year, the employee or retiree has 30 days from the effective date to remove their spouse's coverage.

Employees and retirees who knowingly make a false or fraudulent statement will lose coverage for themselves and anyone else covered for the remainder of the current plan year, plus an additional full plan year (January – December).

Adopted: November 12, 2019

Revised: February 11, 2020

Ref: Waynesboro Public Schools 2019-2020 Budget; Adopted: March 19, 2019
Waynesboro Public Schools Health Insurance Spousal Coverage Affidavit