

**PERSONNEL**

Montana VEBA (Voluntary Employee Beneficiary Association) Health Benefit Plan

The Helena School District #1 is eligible for participation in the State of Montana VEBA Health Benefit Plan and Trust (“the Plan”) which was adopted by the Board of Trustees on December 8, 2015, by acceptance of a completed Employer Adoption Agreement by the State of Montana Department of Administration.

This policy will be in effect for the following group as defined below.

Classified/Non-Certified employees who are members of the Montana Public Employees Retirement System (MPERS) and eligible for retirement from MPERS, i.e. at least 50 years old with 5 years vested in MPERS, or members of the district “Administrative and Independent Group” with management of at least 2 employees. Contributions made on behalf of the employee by the District shall be applied uniformly to all eligible employees and such contributions shall be made on behalf of all eligible employees. This policy requires that all employees separating from service in such group while this policy is in effect shall be required to contribute the value of a quarter of their accumulated sick leave, and the value of any other periodic employer provided retirement benefit for this group that may be approved by the Board of Trustees for Helena School District No. 1.

Policy History

Adopted On: 3.8.2016

Revised On: