




STATE OF ARKANSAS  
**Department of Finance  
and Administration**

**EMPLOYEE BENEFITS DIVISION**

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MEMORANDUM

TO: ARHealth Participating Public School Districts

FROM: Jason , Executive Director, Employee Benefits Division

DATE: April 23, 2009

SUBJECT: Health Insurance Coverage Following Last Day of Employment

EBD has been contacted by multiple districts regarding insurance coverage for public school employees, specifically dealing with the health insurance coverage following a voluntary termination for resignation or retirement.

Provided that an employee is a current enrolled participant of the ARHealth Plan on the first day of a month, and in light of the fact that EBD requires that employee premiums along with the school district matching contribution be paid one-month in advance, health insurance coverage for an employee following a voluntary termination will continue until the last day of the month following the last day of employment.

EBD is sensitive to the fact that individual school districts may have a variety of different employment contracts with their employees and that the "last day of employment" may not be the same for every district. Some districts may view the last day of employment as the last working day while others may view the last day of employment as some other day. However, the coverage policy shall be administered consistently across the entire group.

The "last day of employment", as determined by the district, will determine the health insurance coverage for their employee and EBD will expect that employee premiums and matching district contributions be paid for the month of and month following the "last day of employment".