

## Comparison of Estimated Rates for COBRA vs. Chapter 375 Coverage

### Maple Shade Board of Education

Estimated Rates for Medical - July 1, 2023 – June 30, 2024

Estimated Rates for Prescription – July 1, 2023 – June 30, 2024

Aetna Medical/BeneCard Prescription	COBRA MONTHLY RATE (102% Single Coverage)	CHAPTER 375 MONTHLY RATE
Aetna Choice POS II \$20	\$984.30	\$791.00
Prescription \$5/\$20	\$244.19	\$190.95
Aetna Choice NJEHP	\$982.26	\$790.00
Prescription NJEHP	\$228.17	\$178.44

## Comparison of COBRA vs. Chapter 375

	COBRA	Chapter 375 (Coverage of Children to Age 31)
Who is eligible?	<p>A "dependent" child is eligible:</p> <ul style="list-style-type: none"><li>• They reached the end of the calendar year he or she attains the age of 26</li><li>• Employee holding the policy passes away</li><li>• Ineligibility of coverage due to an employment status change or the employee elects Medicare as a primary insurance carrier.</li></ul>	<p>An unmarried child under the age of 31 is eligible as long as he or she meets ALL of the following:</p> <ul style="list-style-type: none"><li>• He or she is not married</li><li>• And he or she has no dependents of his/her own</li><li>• And is a resident of NJ or is a full-time student at an accredited public or private institution of higher education</li><li>• And is not provided coverage as a subscriber, insured, enrollee, or covered person under a group or individual health benefits plan, church plan, or entitled to Medicare benefits.</li></ul>

<b>What is the coverage?</b>	COBRA allows the over age dependent to temporarily extend his or her group health coverage. This continuation of group health coverage allows the over age dependent to participate in the medical, prescription and dental plan.	Chapter 375 stipulates that the over age dependent remain in the same medical and/or prescription plan as the parent is on through the SHIF/Benecard Plan. There is no provision for dental or vision benefits.
<b>Which plan should I choose?</b>	A dependent child covered under the SHIF/Benecard Plan is automatically deleted from coverage on the last day of the year in which they turn age 26. Members and eligible dependents should carefully compare their coverage options before selecting either type of coverage over the other. Depending on the parent's coverage selections, COBRA may provide separate enrollment for dental plan benefits. The COBRA coverage period is for 36 months.	A dependent child covered under the SHIF/Benecard Plan is automatically deleted from coverage on the last day of the year in which they turn age 26. Members and eligible dependents should carefully compare their coverage options before selecting either type of coverage over the other. For medical plan and prescription drug benefits, The premiums required for Chapter 375 coverage are less expensive than COBRA coverage. An eligible over age child can be covered under Chapter 375 coverage to age 31.
<b>When can I enroll?</b>	Enrollment must be completed within 60 days of the COBRA notice or the last day of coverage, whichever is later. If you elect the coverage it will be retroactively effective to the date coverage was terminated.	A covered employee may enroll an over age child who is Chapter 375 eligible until the child's 31th birthday at the following times: within 30 days of the end of the month in which the child turns age 26; within 30 days of coverage loss, the covered employee provides proof of loss of other group coverage (HIPPA) for the Chapter 375 eligible over age child with coverage effective the date that the prior coverage was terminated; or, during the Annual Open Enrollment.
<b>How long does the coverage last?</b>	Loss of coverage because the child has aged out of the system allows a continuation for 36 months.	Coverage for an enrolled over age child will continue up to age 31 provided the child meets eligibility requirements.
<b>Can I lose coverage?</b>	If you become covered under another plan as an employee or dependent, become eligible for Medicare, you fail to pay the premiums, or the period of continuation ends.	If the child no longer meets any one of the eligibility requirements, or the parents coverage ends, or for non-payment.
<b>Can I drop the coverage at any time?</b>	Yes.	Yes.
<b>May I extend the coverage beyond the standard time period?</b>	No, you would need to obtain an individual policy.	No, you would need to obtain an individual policy.
<b>Who can I contact with questions?</b>	Christina Mannello at 856-779-1750 ext. 5205 or Integrity Consulting Group: Email: <a href="mailto:pateckel@integritycg.com">pateckel@integritycg.com</a>	