

**The Employee Retirement Income Security Act of 1974 (ERISA) requires that any modifications and/or Plan amendments be distributed to all Plan Participants with 60 days of the adoption of the modification or amendment.**

**Please take the appropriate measures to ensure that this amendment is distributed accordingly.**

# **Plan Amendment No. 1**

**Plan Name:** Charlotte Public Schools Employee Health Plan – Basic Plan

**Employer Identification Number:** 38-6001101

**Plan Number:** 501

**1. The Eligible Classes of Dependents section, as contained in the Plan, is amended as follows:**

**(2) A covered Employee's Child(ren).**

An Employee's "Child" includes his natural child, stepchild, adopted child, or a child placed with the Employee for adoption. An Employee's Child will be an eligible Dependent until reaching the limiting age of 26, without regard to student status, marital status, financial dependency or residency status with the Employee or any other person. When the child reaches the applicable limiting age, coverage will end on the last day of the child's birthday month.

The phrase "placed for adoption" refers to a child whom a person intends to adopt, whether or not the adoption has become final, who has not attained the age of 18 as of the date of such placement for adoption. The term "placed" means the assumption and retention by such person of a legal obligation for total or partial support of the child in anticipation of adoption of the child. The child must be available for adoption and the legal process must have commenced.

**2. The When Dependent Coverage terminates section, as contained in the Plan, is amended as follows:**

**(4) Coverage will end on the last day of the month in which the Qualified Dependent ceases to meet the applicable eligibility requirements. (See the section entitled Continuation Coverage Rights under COBRA.)**

**(5) Coverage will end on the last day of the month in which the Child ceases to meet the applicable eligibility requirements. (See the section entitled Continuation Coverage Rights under COBRA.)**

**3. All other provisions of the Plan will remain the same.**

**4. This Plan Amendment is effective January 1, 2015.**

Approved by: *Michelle Sini*

Name of Employer	<i>Charlotte Public Schools</i>
Date	<i>9/18/2014</i>

**The Employee Retirement Income Security Act of 1974 (ERISA) requires that any modifications and/or Plan amendments be distributed to all Plan Participants with 60 days of the adoption of the modification or amendment.**

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## **Plan Amendment No. 1**

**Plan Name:** Charlotte Public Schools Employee Health Plan – Preferred Plan

**Employer Identification Number:** 38-6001101

**Plan Number:** 501

**1. The Eligible Classes of Dependents section, as contained in the Plan, is amended as follows:**

**(2) A covered Employee's Child(ren).**

An Employee's "Child" includes his natural child, stepchild, adopted child, or a child placed with the Employee for adoption. An Employee's Child will be an eligible Dependent until reaching the limiting age of 26, without regard to student status, marital status, financial dependency or residency status with the Employee or any other person. When the child reaches the applicable limiting age, coverage will end on the last day of the child's birthday month.

The phrase "placed for adoption" refers to a child whom a person intends to adopt, whether or not the adoption has become final, who has not attained the age of 18 as of the date of such placement for adoption. The term "placed" means the assumption and retention by such person of a legal obligation for total or partial support of the child in anticipation of adoption of the child. The child must be available for adoption and the legal process must have commenced.

**2. The When Dependent Coverage terminates section, as contained in the Plan, is amended as follows:**

**(4) Coverage will end on the last day of the month in which the Qualified Dependent ceases to meet the applicable eligibility requirements. (See the section entitled Continuation Coverage Rights under COBRA.)**

**(5) Coverage will end on the last day of the month in which the Child ceases to meet the applicable eligibility requirements. (See the section entitled Continuation Coverage Rights under COBRA.)**

**3. All other provisions of the Plan will remain the same.**

**4. This Plan Amendment is effective January 1, 2015.**

Approved by: Michelle Meun

Name of Employer	Charlotte Public Schools
Date	9/18/2014

**The Employee Retirement Income Security Act of 1974 (ERISA) requires that any modifications and/or Plan amendments be distributed to all Plan Participants with 60 days of the adoption of the modification or amendment.**

**Please take the appropriate measures to ensure that this amendment is distributed accordingly.**

# **Plan Amendment No. 1**

**Plan Name:** Charlotte Public Schools Employee Health Plan – Premium Plan

**Employer Identification Number:** 38-6001101

**Plan Number:** 501

**1. The Eligible Classes of Dependents section, as contained in the Plan, is amended as follows:**

**(2) A covered Employee's Child(ren).**

An Employee's "Child" includes his natural child, stepchild, adopted child, or a child placed with the Employee for adoption. An Employee's Child will be an eligible Dependent until reaching the limiting age of 26, without regard to student status, marital status, financial dependency or residency status with the Employee or any other person. When the child reaches the applicable limiting age, coverage will end on the last day of the child's birthday month.

The phrase "placed for adoption" refers to a child whom a person intends to adopt, whether or not the adoption has become final, who has not attained the age of 18 as of the date of such placement for adoption. The term "placed" means the assumption and retention by such person of a legal obligation for total or partial support of the child in anticipation of adoption of the child. The child must be available for adoption and the legal process must have commenced.

**2. The When Dependent Coverage terminates section, as contained in the Plan, is amended as follows:**

**(4) Coverage will end on the last day of the month in which the Qualified Dependent ceases to meet the applicable eligibility requirements. (See the section entitled Continuation Coverage Rights under COBRA.)**

**(5) Coverage will end on the last day of the month in which the Child ceases to meet the applicable eligibility requirements. (See the section entitled Continuation Coverage Rights under COBRA.)**

**3. All other provisions of the Plan will remain the same.**

**4. This Plan Amendment is effective January 1, 2015.**



Approved by: *M. Michelle M. Furr*

Name of Employer	<i>Charlotte Public Schools</i>
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Date	<i>9/18/2014</i>
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