

**HEALTH INSURANCE BENEFIT POLICY  
FOR  
RETIRED EMPLOYEES  
(Revised 7/17/07)**

**I. Purpose**

As part of its preparation of the annual current expenses budget, the Wicomico County Board of Education shall establish the amount of contribution rate toward the cost of an eligible retired employee's individual health insurance premium.

**II. Policy Statement**

A retiring employee will be eligible for a contribution toward his/her individual health insurance plan providing that the employee meets the following criteria: he/she has completed at least **ten (10)** years of employment with the Board; he/she enters retirement directly from service with the Board; and he/she was enrolled in the group health insurance program immediately prior to the time of retirement. Retiring employees with less than **ten (10)** years of service, but with at least five (5) years service, may elect to participate in the group health program; however, no contributions toward the premium will be made by the Board of Education.

**III. Policy Revision and Review**

To ensure that its written policies are up to date and usable as a basis for Board and administrative decisions, the Board will review its policies on a continuing basis. The superintendent is charged with the responsibility of scheduling policies for the Board's review on a continuing basis and for calling the Board's attention to any policy or Board regulation that appears to need revision.

The Board will evaluate, on a scheduled or unscheduled basis, how its policies have been implemented and the impact of that implementation on the public schools of Wicomico County.

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<u>Policy Manual</u>	<u>Section</u>	<u>Index Code</u>
Current - Personnel - Professional Staff Fringe Benefits also Personnel - Support/Classified Staff - Support Staff Fringe Benefits		GCBDA  GDBDA

Adopted: 05/12/70, pg. 419; 07/17/07

Revised: 1978-79 Annual Budget; 11/11/86, pg. 2371; 09/02/89, pg. 2710; 05/90 (90-91 Annual Budget); 7/17/07

Effective: 05/13/70; 07/01/78; 11/12/78; 09/13/89; 07/01/90; 07/18/07 of 1 (HEALTH INSURANCE BENEFIT POLICY FOR RETIRED EMPLOYEES REV 7-17-07)