

## Employees

### Retirement

The Board recognizes that certain personnel employed by the district are not covered by collective bargaining agreements [or individual employment contracts]. The Board further recognizes the need to provide a program of employee benefits that will aid in retention of qualified personnel. In furtherance of these goals, the Board adopts the following program of health insurance for employees who retire from such positions.

For the purpose of this policy, an “employee” is a certified or non-certified full-time employee of the Board who is not covered by a collective bargaining agreement [or an individual employment contract].

An employee who retires under the provisions of Section 10-183f(a) or (c) of the General Statutes or who retires under the provisions of the City of Norwich Pension Plan will be covered for health insurance benefits subject to the following eligibility criteria and conditions:

1. For an employee hired prior to July 1, 1995, the employee must have at least fifteen (15) years of full-time service with the Norwich Public Schools at the time of retirement.

For an employee hired on or after to July 1, 1995, the employee must have at least twenty (20) years of full-time service with the Norwich Public Schools at the time of retirement.

2. The employee must be age 60 at the time of retirement in order to receive any Board contribution toward the cost of the insurance coverage. If the employee has reached his or her 50th birthday or later at the time of retirement and has the years of service required in 1 above, the retiree may participate in the group health insurance plan by paying the full cost of the premiums up to age 60. Effective the month following the retiree’s 60th birthday, Board payment as provided in 5 below shall begin, provided the retiree has maintained health insurance coverage by paying premiums for participation in the group plan up to that point. It shall be the responsibility of the retired employee to notify the Board at least sixty (60) days in advance of his/her 60th birthday if the retiree asserts eligibility for Board payment toward coverage at that time.
3. The retiree shall be covered by the same group health insurance plan that is offered to active employees of the Board who are in administrator positions.

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4. For an employee hired prior to July 1, 1995, coverage shall continue until the retiree is eligible for Medicare or, if the retiree is not Medicare eligible, up to and including their 70th birthday. For an employee hired on or after July 1, 1995, the Board will pay for fifty (50) percent of the cost of coverage and the retiree will pay the remaining fifty (50) percent.
5. For an employee who was hired prior to July 1, 1995 and who meets the eligibility criteria in 1 and 2 above, the Board shall pay the full cost of coverage for the retiree and his/her spouse, excluding dental coverage for his/her spouse.
6. Health insurance shall not be available to a retired employee who has received health insurance coverage by any other employer following his/her retirement from the Board.

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