

## RETIREMENT BENEFITS FOR CENTRAL OFFICE STAFF

### SICK LEAVE REIMBURSEMENT

Employees employed in the central office of the Augusta School Department for a minimum of fifteen years, upon separation, retirement, or death, shall be paid the equivalent of one-half of his/her accumulated sick leave at his/her per diem salary, not to exceed \$2,500.

### NOTICE

In addition to paragraph one, if an employee gives a minimum of seven months notice to the School Department of his/her planned retirement or separation from the Augusta School Department, the employee shall be paid the equivalent of his/her remaining accumulated sick leave based on the salary of his/her per diem, not to exceed \$1,000.

### HEALTH CARE

When an employee retires from the Augusta School Department after twenty two (22) years of benefit-eligible service to the Augusta School Department and has attained the age of 55, the Board of Education shall pay annually up to \$3,234.00 of the premium of a single subscription for health care coverage until the retired employee qualifies for Medicare unless this policy changes. To be eligible for this benefit, the individual must provide evidence satisfactory to the Board that the individual will be immediately receiving retirement benefits under the Maine State Retirement System and will continue health insurance coverage under the same plan that was provided for the individual while employed. If the individual provides evidence satisfactory to the Board of coverage through a spouse's plan or alternative health care program at a different premium amount, the Board will pay no more than \$3,234.00 annually towards the coverage.

If an individual employed in the central office is covered by a written contract with provisions that conflict with this policy, then those contract provisions shall apply.

These health insurance contributions are applicable only so long as this policy remains in effect to all Central Office Staff who retire and meet these criteria and to all Central Office Staff who have retired prior to the adoption of this policy. This is not a vested benefit.

Department of Public Schools, Augusta, Maine  
Adopted: October 13, 2010  
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