

# POLICY

## BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

**Related Entries:** GAO-RA  
**Responsible Office:** OFFICE OF HUMAN RESOURCES

### **RETIREE HEALTHCARE BENEFITS**

#### **A. PURPOSE**

To establish procedures and regulations regarding the healthcare benefits offered to retirees of Anne Arundel County Public Schools (AACPS).

#### **B. ISSUE**

The Board of Education of Anne Arundel County (Board) has established healthcare benefits for retirees as an incentive for recruitment and retention of employees and to recognize employees for their many years of service to AACPS.

#### **C. POSITION**

1. An employee of AACPS who is a member of the appropriate Maryland State Retirement and Pension System (Employees and Teacher's Retirement System or Employee's and Teachers Pension System) administered by the Maryland State Retirement Agency may elect to participate in the Board's retiree healthcare benefits after retirement.
  - a. The employee shall meet the requirements for retirement as established by the specific retirement or pension system in which the employee is a member.
  - b. The employee shall separate from employment with AACPS by reason of retirement.
2. A Board approved portion of the premium shall be deducted from the annuity which the member receives from the retirement agency, if sufficient. Retirees with insufficient annuity to cover the cost of retiree healthcare benefits shall be billed directly.

#### **D. IMPLEMENTATION**

The Superintendent is authorized to develop regulations to implement this policy.

*Policy History:* Adopted on 09/02/15; Technical Edit 06/16/26

*Note Previous Policy History:* Adopted 04/04/73 and revised 12/02/92; 10/02/96

*Legal Reference:* None