

**RETIREMENT BENEFITS FOR NON-REPRESENTED AND CENTRAL OFFICE
STAFF NOT COVERED UNDER INDIVIDUAL CONTRACTS**

ACCUMULATED SICK LEAVE

After fifteen (15) years of continuous service to the Augusta School System, an employee, upon retirement, separation or death, shall be paid the equivalent of one-half (1/2) of his/her accumulated sick leave, based on his/her regularly scheduled rate of pay and regularly scheduled hours per day, not to exceed \$3,500.

HEALTH INSURANCE CONTRIBUTION

The Board agrees to contribute to all employees' insurance protection as offered through the MEA Health Plan for those retired employees who contribute to the cost of their insurance premiums, which includes Blue Cross/Blue Shield (UCR) and Major Medical coverage as specified below:

1. Upon showing evidence that retirement benefits are to be immediately received from the Maine State Retirement System;
2. Up to \$4000.00 of the premium of a single subscription until the employee qualifies for Medicare (payment is made annually each September to the retired employee). Employees will provide annually, to the district, proof of premium cost incurred by the retired employee.
3. After twenty-two (22) years of continuous service in the Augusta System;
4. Upon retirement and attained age of 55.

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.

Adopted: October 13, 2010

Revised: March 10, 2021