

Article 25 – Resignation and Retirement

25.1 Resignation

The Superintendent/Designee shall be authorized by the Board of Education to officially accept the written and/or verbal resignation of a bargaining unit member. The resignation shall be deemed duly accepted at the time of receipt by the Superintendent/Designee. A bargaining unit member may appeal to the Board of Education if he/she wishes to rescind the resignation.

25.2 Retiree Health Benefits

25.2.1 Bargaining unit members who retire at age fifty (50) or older and who have at least five (5) years of service with the District shall be provided with medical and dental insurance by the District as defined in Section 6.1.2 until age sixty-five (65), or until the bargaining unit member becomes eligible for Medicare coverage, whichever comes first.

25.2.2 Effective January 1, 2020, all retirees who are eligible for health and welfare benefits shall enroll in either of the two plans with the least expensive premium costs, unless the retiree chooses to enroll in another plan offered by the District.

If the retiree elects another plan, he/she shall pay the difference in the premium and any District contribution to a Health Reimbursement Account, in addition to the employee contribution for the selected plan.

25.2.2.1 Bargaining unit members who retire at the end of a school year shall remain on their current health benefits plan through August 31st of that year. On September 1, the provisions of 25.2.2 shall become effective.

25.2.2.2 Bargaining unit members who retire during the school year shall remain on their current health benefits plan through the month in which they retire. On the first day of the month following his/her retirement, the provisions of 25.2.2 shall become effective.

25.2.2.3 During retirement, benefit-eligible retirees, may change their choice of health and welfare benefits plans offered by the District during the annual open enrollment period.

25.2.3 Any bargaining unit member who retires under this Section shall have the option to purchase medical and dental coverage for eligible dependents. Eligible dependents shall be the child of the retiree, up to age 26 as described in the Federal Health Care Reform and the spouse or registered domestic partner of the retiree until the spouse or registered domestic partner reaches the age of sixty-five (65) years.

The retiree shall pay the full cost of the dependent coverage in a manner prescribed by the District.

In the event the retiree predeceases his/her spouse or registered domestic partner and/or other eligible dependent(s), the surviving spouse or registered domestic partner and/or eligible dependent(s) shall no longer be eligible as provided for in this Section.