

STAFF BENEFITS – RETIREE HEALTH INSURANCE

The Westmoreland County School Board has authorized a program to assist qualifying retired employees with the cost of health insurance. The following guidelines shall apply for a retired employee to participate in the program:

1. The employee must be a participant in the Westmoreland County Public Schools health insurance program at the time of retirement.
2. The employee must retire on or after July 1, 2023.
3. The employee must retire from Westmoreland County Public Schools with a minimum of thirty (30) years of creditable service in the Virginia Retirement System (VRS).
4. The employee must have a minimum of twenty (20) years of full-time service in Westmoreland County Public Schools. These years need not be consecutive.
5. The benefit will begin at the time of the qualified employee's retirement and continue until the retiree becomes eligible for Medicare.
6. The retiree is responsible for paying the retiree's portion of the health insurance premium.

The School Board contribution rate to the cost of the qualifying retiree's health insurance will be as follows:

1. For retirees with **30 or more** years of service in Westmoreland County Public Schools, the Board will pay **100%** of the Employer share of the Employee Only health insurance premium.
2. For retirees with **25-29** years of service in Westmoreland County Public Schools, the Board will pay **75%** of the Employer share of the Employee Only health insurance premium.
3. For retirees with **20-24** years of service in Westmoreland County Public Schools, the Board will pay **50%** of the Employer share of the Employee Only health insurance premium.

Adopted: April 15, 2024