



PERSONNEL: General

I. Pension System Eligibility

A. State Retirement and Pension System of Maryland

All permanent employees who are eligible for membership in the State Retirement and Pension System of Maryland under Maryland law and who are expected to work 500 or more regular hours in a fiscal year are required to enroll as a condition of employment and shall become a member as of the date on which employment begins.

B. Baltimore County Employees' Retirement System

All permanent employees who are ineligible for enrollment in the State Retirement and Pension System of Maryland will have the opportunity to enroll, upon satisfactory completion of a physical examination, in the Baltimore County Employees' Retirement System. Employees who do not elect to enroll within two (2) years of their employment date are barred from joining the system at a later date.

C. Exceptions

Baltimore County Public School employees who are members of the State Retirement and Pension System of Maryland may maintain their membership if they accept a new position which is ineligible for membership under Maryland law.

Member of the Baltimore County Employees' Retirement System who accept a position eligible for membership in the State Retirement and Pension System of Maryland are required to leave the Baltimore County plan.

D. Ineligibility for Enrollment

Substitutes, temporary employees, lunchroom aides, and student learners are ineligible for enrollment in either system.

II. Continuation of Employee Benefits

A. Eligibility – Definition of Retiree

Any employee who, upon separation from The Baltimore County Public Schools (BCPS), will receive monthly retirement benefits from the State Retirement and Pension System of Maryland or the Baltimore County Employees' Retirement System will, upon separation, be considered a retiree.

Any employee separated from the Board of Education of Baltimore County (Board) who does not meet this criteria is not to be designated a retiree.

B. Medical Coverage

Upon retirement from the Board, eligible retirees and their dependents may participate in a medical plan sponsored by the Board provided they are receiving a pension from the State Retirement and Pension System of Maryland or the Baltimore County Employees' Retirement System. Details of those benefits are stipulated in the master agreements.

C. Life Insurance

Upon retirement from the Board, eligible retirees may continue their life insurance coverage at the basic level, as well as a portion of their optional coverage as permitted by the insurance contract. The cost of the coverage is paid entirely by the retiree unless the insurance company grants a disability waiver.

Eligible retirees have the privilege of converting all or a portion of their insurance from term to ordinary life insurance at the prevailing rate established by the insurance carrier at the time such conversion occurs. The Board does not participate in funding once a conversion has been effected.

Legal Reference: *Annotated Code of Maryland*, Title 22
Baltimore County Code Article 5, Title 1
Annotated Code of Maryland, Title 22, Subtitle 04 Membership
COMAR 13A.07.02.01B
COMAR 22.01.12.01

Rule
Adopted: 9/8/09

Superintendents of Schools