



Faculty Retiree Benefits

Eligibility

Faculty Group	Age	Wesleyan Service (credit is not given for service at other colleges/universities)	Medical, Dental, Vision & Life Insurance Continuation	Early Retiree Stipend	Dependent Tuition Benefit
Tenured	59 (July 1st on or after turning age 59 and before June 30th following age 68)	10 years of Wesleyan service (.5 FTE or more)	Yes	Yes	Yes
Tenured	55 (July 1st on or after turning age 55)	Years of Wesleyan service (.5 FTE or more) and age total at least 75	Yes	No	Yes
Adjunct Faculty, University Professors, Artists in Residence and Professors of the Practice (including those on Evergreen Contracts)	55 (July 1st on or after turning age 55)	Years of Wesleyan service (.5 FTE or more) and age total at least 75	Yes	No	No
Adjunct Faculty, University Professors, Artists in Residence and Professors of the Practice (not on Evergreen Contracts)	59 (July 1 st On or after turning age 59 and before June 30th following age 68)	10 years of Wesleyan service (.5 FTE or more)	Yes	No	No
Adjunct Full Professors, University Professors, and Full Professors of the Practice on Evergreen Contracts	59 (July 1 st On or after turning age 59 and before June 30th following age 68)	10 years of Wesleyan service (.5 FTE or more)	Yes	Yes	No

Faculty Members Retiring Prior to Age 65 (Early Retirement)

Continuing Medical, Dental, Vision and Basic/Supplemental Life Insurance – At the time of retirement, you and covered your dependents are eligible to continue benefits under the same plan rules as active employees. However, spouses/partners over age 65 are eligible for retiree benefits as outlined below.

Paying for benefit premiums after retirement - At the time of retirement, you will be billed directly by Wesleyan's billing vendor, HealthEquity.

Early Retirement Stipend - Tenured faculty members who meet the eligibility requirements listed in the first bullet above are eligible for an early retirement stipend. A one-time, additional payment will be added to their lump sum stipend (see Faculty Handbook for details) to assist in defraying the cost of Wesleyan's medical coverage from their retirement age through age 68. The amount paid will be based upon the coverage tier you are enrolled in at the time of retirement. Payment will be \$5,000 for employee only coverage and \$8,000 for 2 person or family coverage.

Termination of Benefits

Medical termination - Medical benefits will terminate the first of the month you turn age 65. At age 65, you must enroll in Medicare A & B, as well as secure a supplemental medical insurance plan (without a prescription rider). Enrollment in a Medicare D plan is not necessary as the Wesleyan Retiree Prescription plan provides prescription coverage for you and your spouse/partner (if eligible). If you turn 65 prior to your spouse/partner, your spouse/partner will be eligible to remain on the insurance plan(s) until the first of the month they turn 65 years of age. If your spouse/partner is 65 or older at the time of your early retirement, they would be eligible to enroll in the Wesleyan Retiree Prescription Plan and should enroll in Medicare B and a supplemental plan. If your spouse/partner delays enrollment in Medicare B more than eight months after your retirement, they will be subject to a significant penalty for delaying Medicare B coverage. All retirees and their spouses/partners, especially domestic partners over 65, are encouraged to speak with an insurance or Medicare representative regarding Medicare B and possible penalties prior to continuing coverage through Wesleyan's retiree program.

Dental, Vision & Basic/Supplemental Life termination – Dental, Vision and Basic/Supplemental Life benefits will terminate the first of the academic year (July 1) following your 68th birthday. At that time, you will also be eligible for COBRA which allows continuance of dental and/or vision coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator, HealthEquity. If you reach age 68 prior to your spouse/partner, your spouse/partner will be eligible to remain on the dental and vision insurance plan(s) until the first of the month in which they turn 68.

Important note: If you predecease your spouse/partner prior to their benefit being exhausted, your spouse/partner will be allowed to remain on the medical, dental, and vision plans until December 31st following one year from the date of your passing.

There are two choices for continuing your life insurance coverage: portability to a term life policy or conversion to a whole life policy. Porting or conversion must take place within 31 days from the date coverage terminates. Contact Benefits at benefits@wesleyan.edu or 860-685-2100 to request more details and/or the portability or conversion forms.

Enrollment in the Wesleyan Retiree Prescription Plan – You and your covered spouse/partner are eligible to enroll in the Wesleyan Retiree Prescription at age 65. Your spouse/partner must be enrolled in the University medical plan at the time of retirement and be continuously covered through age 65 to qualify for the Prescription Plan. This benefit entitles you and your spouse/partner each to a \$25,000 RX benefit. Each time a prescription is filled, an applicable copay is charged. The balance (the discounted, retail cost of the drug) is then deducted from the \$25,000 benefit. Each fall, you will receive a letter from Human Resources showing what amount has been used to date. The year the plan maximum is reached, you will be notified early via certified letter, also in the fall. Coverage will terminate as of December 31st. This will give you enough time to secure a new medical supplemental plan that has a Medicare D (RX) rider without a late penalty. If you exceed the lifetime maximum, then your spouse/partner will remain eligible under the plan. If you predecease your spouse/partner prior to

their benefit being exhausted, your spouse/partner will be allowed to remain on the plan until December 31st following one year from the date of your passing.

Early Retirement Stipend (for retiring faculty and continuing faculty on evergreen contracts as outlined in Table on page 1)

Faculty members who meet the eligibility requirements are eligible for an early retirement stipend. A one-time, additional payment will be added to their lump sum stipend (see Faculty Handbook for details) to assist in defraying the cost of Wesleyan's medical coverage from their retirement age through age 68. The amount paid will be based upon the coverage tier you are enrolled in at the time of retirement. Payment will be \$5,000 for retiree only coverage and \$8,000 for 2 person or family coverage.

Retiree Life Insurance

Upon reaching age 68, retirees from Wesleyan receive a \$5,000 life insurance policy that is paid for by the University. This is a term policy with no cash value.

Dependent Tuition Scholarship Program

Children of retired, tenured faculty are eligible for the tuition benefit.

Faculty Members Retiring between age 65 and the first of the academic year (July 1) following age 68 (Early Retirement)

Continuing Dental, Vision and Basic/Supplemental Life Insurance – At the time of retirement, you and your covered dependents are eligible to continue benefits under the same plan rules as active employees. However, spouses/partners over age 65 are eligible for retiree benefits as outlined below.

Paying for benefit premiums after retirement - At the time of retirement, you will be billed directly by Wesleyan's billing vendor, HealthEquity.

Termination of benefits

Medical termination - Medical benefits will terminate upon retirement. You must then enroll in Medicare A & B, as well as secure a supplemental medical insurance plan (without a prescription rider). Enrollment in a Medicare D plan is not necessary as the Wesleyan Retiree Prescription plan provides prescription coverage for you and your covered spouse/partner. If you are already enrolled in Medicare at the time of retirement, you are eligible for COBRA which allows continuance of medical coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator, HealthEquity. Your spouse/partner will be eligible to remain on the insurance plan(s) until the first of the month they turn 65 years of age. All retirees and their spouses/partners are encouraged to speak with an insurance or Medicare representative regarding Medicare B and possible penalties prior to continuing coverage through Wesleyan's retiree program.

Dental, Vision & Basic/Supplemental Life termination – Dental, Vision, and Basic/Supplemental Life benefits will terminate the first of the academic year (July 1st) following your 68th birthday. At that time, you will be eligible for COBRA which allows continuance of dental and/or vision coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator, HealthEquity. Your spouse/partner will be eligible to remain on the dental and vision insurance plan(s) until the first of the month in which they turn 68.

Important note: If you predecease your spouse/partner prior to their benefit being exhausted, your spouse/partner will be allowed to remain on the dental and vision plans until December 31st following one year from the date of your passing.

There are two choices for continuing life insurance coverage: portability to a term life policy or conversion to a whole life policy. Porting or conversion must take place within 31 days from the date coverage terminates. Contact Benefits at benefits@wesleyan.edu or 860-685-2100 to request more details and/or the portability or conversion forms.

Enrollment in the Wesleyan Retiree Prescription Plan – You and your covered spouse/partner are eligible to enroll in the Wesleyan Retiree Prescription plan at this time. The spouse/partner must be enrolled in the University medical plan at the time of retirement and be continuously covered to qualify for the Prescription Plan. This benefit entitles you and your spouse/partner each to a \$25,000 RX benefit. Each time a prescription is filled, an applicable copay is charged. The balance (the discounted, retail cost of the drug) is then deducted from the \$25,000 benefit. Each fall you will receive a letter from Human Resources showing what amount has been used to date. The year the plan maximum is reached, you will be notified early via certified letter, also in the fall. Coverage will terminate as of December 31st. At the time the prescription plan terminates, this will give you enough time to secure a new medical supplemental plan that has a Medicare D (RX) rider without a late penalty. If you exceed the lifetime maximum, then your spouse/partner will remain eligible under the plan.

If the retiree predeceases the spouse/partner prior to their benefit being exhausted, the spouse/partner will be allowed to remain on the plan until December 31st following one year from the date of the retiree's passing.

Early Retirement Stipend (for retiring faculty and continuing faculty on evergreen contracts as outlined in Table on page 1)

Faculty members who meet the eligibility requirements are eligible for an early retirement stipend. A one-time, additional payment will be added to their lump sum stipend (see Faculty Handbook for details) to assist in defraying the cost of Wesleyan's medical coverage from their retirement age through age 68. The amount paid will be based upon the coverage tier you are enrolled in at the time of retirement. Payment will be \$5,000 for retiree only coverage and \$8,000 for 2 person or family coverage.

Retiree Life Insurance

Retirees from Wesleyan also receive a \$5,000 life insurance policy that is paid for by the University. This is a term policy with no cash value.

Dependent Tuition Scholarship Program

Children of retired, tenured faculty are eligible for the tuition benefit.

Faculty Members Retiring after the first of the academic year (July 1) following age 68 (Full Retirement)

Termination of benefits

Medical termination - Medical benefits will terminate upon retirement. You must then enroll in Medicare A & B, as well as secure a supplemental medical insurance plan that does not carry a prescription rider. Enrollment in a Medicare D plan is not necessary as the Wesleyan Retiree Prescription plan provides prescription coverage for you and your covered spouse/partner. If you are already enrolled in Medicare at the time of retirement, you are eligible for COBRA which allows continuance of medical coverage for up to eighteen (18) months. Notification will be mailed directly from Wesleyan's COBRA administrator. Your spouse/partner will be eligible to remain on the insurance plan(s) until the first of the month they turn 65 years of age. All retirees and their spouses/partners are encouraged to speak with an insurance or Medicare representative regarding Medicare B and possible penalties prior to continuing coverage through Wesleyan's retiree program.

Dental, Vision & Basic/Supplemental Life termination – Dental, Vision, and Basic/Supplemental Life benefits will terminate upon retirement. At that time, you will be eligible for COBRA which allows continuance of dental and/or vision coverage for up to eighteen (18) months. Notification will be mailed

directly from Wesleyan's COBRA administrator. Your spouse/partner will be eligible to remain on the dental and vision insurance plan(s) until the first of the month in which they turn 68.

There are two choices for continuing life insurance coverage: portability to a term life policy or conversion to a whole life policy. Porting or conversion must take place within 31 days from the date coverage terminates. Contact Benefits at benefits@wesleyan.edu or 860-685-2100 to request more details and/or the portability or conversion forms.

Enrollment in the Wesleyan Retiree Prescription Plan – The faculty member and covered spouse/partners are eligible to enroll in the Wesleyan Retiree Prescription plan at this time. Your spouse/partner must be enrolled in the University medical plan at the time of retirement and be continuously covered to qualify for the Prescription Plan. This benefit entitles you and your spouse/partner each to a \$25,000 RX benefit. Each time a prescription is filled, an applicable copay is charged. The balance (the discounted, retail cost of the drug) is then deducted from the \$25,000 benefit. Each fall you will receive a letter from Human Resources showing what amount has been used to date. The year the plan maximum is reached, you will be notified early via certified letter, also in the fall. Coverage will terminate as of December 31st. At the time the prescription plan terminates, this will give you enough time to secure a new medical supplemental plan that has a Medicare D (RX) rider without a late penalty. If you exceed the lifetime maximum, then your spouse/partner will remain eligible under the plan. If you predecease your spouse/partner prior to their benefit being exhausted, your spouse/partner will be allowed to remain on the plan until December 31st following one year from the date of your passing.

Retiree Life Insurance

Retirees from Wesleyan receive a \$5,000 life insurance policy that is paid for by the University. This is a term policy with no cash value.

Dependent Tuition Scholarship Program

Children of retired, tenured faculty are eligible for the tuition benefit.

Library, Athletic Center and E-Mail

Retirees may access the library but will need a new Freeman Athletic Center Pass with a bar code for the library. Please contact Jenna Waters (jwaters@wesleyan.edu) for athletic center access.

Faculty retirees may retain their e-mail accounts per the accounts policy. Please see https://www.wesleyan.edu/its/policies/accounts_policy.html, link for instructions.

Vendor Contact Information

Vendor	Website	Customer Service Number and/or E-Mail Address
Cigna	www.mycigna.com	1-800-244-6224
Delta Dental	www.deltadentalct.com	1-800-452-9310
EAP – BHS	https://portal.bhsonline.com/auth/hashcode	1-800-327-2251
EyeMed	www.eyemed.com	1-866-939-3633
Fidelity	www.fidelity.com	1-800-343-0860
HealthEquity • COBRA and Benefit Billing • Flexible Spending Accounts MERA & Dependent Care	www.healthequity.com	1-888.678.4861 ClientServicesTeam@wageworks.com
HSA Bank	www.mycigna.com	1-877-682-9563
TIAA	www.tiaa.org	1-800-842-2776
UNUM (Life Insurance, STD, LTD)	www.unum.com	1-866-679-3054
Huntington Insurance Group (Medicare Advantage & Supplemental Plan)	www.huntingtoninsurancegroup.com	1-860-529-2676
Wesleyan Benefits benefits@wesleyan.edu	https://www.wesleyan.edu/hr	1-860-685-2100

This document is designed to be a resource guide for faculty members retiring early from the University or faculty members fully retiring. Benefit summaries are provided for the convenience of Wesleyan University employees and retirees. Employees and retirees are directed to read the relevant benefit plan documents. In the event of a conflict between the terms of a summary and the terms of the actual plan document, the terms of the plan document will control.

As of 10/19/2025