

**DISTRICT-PAID GROUP INSURANCE PLANS FOR
MANAGERS, SUPERVISORS, CONFIDENTIAL EMPLOYEES
AND GOVERNING BOARD MEMBERS**

Employees

The District shall provide for coverage of managers, supervisors and confidential employees in six employee benefit plans: health plan, dental plan, vision plan, life insurance plan, salary continuance plan and employee assistance plan. Employees may extend coverage under the dental, vision, health and employee assistance plans to dependent family members or a domestic partner.

Employees who retire may continue employee and dependent family or domestic partner coverage in the health and dental plans, subject to the rules and regulations of the contracts with the health and dental plan organizations provided the eligibility requirements are met at the date of retirement. A "retired" employee shall be defined as one who has retired for service or disability and who is eligible or is receiving a retirement allowance from the State Teachers' Retirement System (STRS) or the Public Employees' Retirement System (PERS).

To be eligible for District premium payments, a retiree under PERS shall have attained fifty years of age and a retiree under STRS shall have attained fifty-five years of age. Additionally, to participate in the Eighty (80) Points Program, the sum of the retiree's age and years of District experience shall total eighty at the date of retirement. To participate in the Seventy (70) Points Program, the retiree must have worked full-time in the District for a minimum of ten (10) years, and the sum of the retiree's age and full-time years in the District must equal a minimum of seventy at the date of retirement.

Governing Board Members

Elected Governing Board members shall be permitted to participate in the District's health, dental, vision and life insurance plans and may extend coverage to dependent family members or a domestic partner. Former members of the Board may continue to participate upon leaving the Board if the following criteria are met: the member must have begun service on the Board after January 1, 1981; the member must have been first elected to the Board before January 1, 1995; and the member must have served at least 12 years. All other former Board members may continue to participate in the District's plans on a self-pay basis.

The District contribution for the above programs shall be determined annually when insurance is purchased.

Government Code, Section 53200 et seq.