

RETIREE BENEFIT PROVISIONS

1. The District contribution for health and dental for designated employee groups is as follows:
 - a. Retired prior to July 1, 1984 - based on 100% of premium for retiree and dependents.
 - b. Hired prior to July 1, 1977 and retired prior to December 31, 1990 - based on 100% premium for retiree and dependents.
 - c. Currently active employees hired prior to July 1, 1984 - District will provide 100% of premium at the time of retirement for employee and dependents.
 - d. For employees hired on or after July 1, 1984 and retired on or before June 30, 1996, the following 80 point system shall apply:

Any employee retiring under the State Teachers' Retirement System (STRS) or the Public Employees' Retirement System (PERS) shall be eligible for District contribution of health and dental benefits provided to current employees within an approved District program provided the following requirements are met at the date of retirement.

- The minimum age at the date of retirement is 55 or more,
AND
 - The years of service when added together equals a minimum of eighty (80)
(e.g., 55+25, 56+24, 57+23, 65+15, 70+10).
 - The District shall pay 100% of the maximum premium amounts for the retiree and 50% of the premium requirements for the dependents.
- e. For employees hired on or after July 1, 1984 and retired on or after July 1, 1996, the following point system shall apply:

80 Points. Any employee retiring under STRS or PERS shall be eligible for District contribution of health and dental benefits provided to current employees within an approved District program provided the following requirements are met at the date of retirement:

- The minimum age at the date of retirement is 55 (members of STRS) or 50 (members of PERS) or more,
AND
- The years of service when added together equals a minimum of eighty (80).
(STRS e.g., 55+25, 56+24, 57+23, 65+15, 70+10)
(PERS e.g.; 50+30, 51+29, 52+28, 65+15, 70+10)
- The District shall pay 100% of the maximum premium amounts for the retiree and 50% of the premium requirements for the dependents.

70 Points. The District shall pay 50% of the maximum premium amounts for the retiree and 25% of the premium requirements for the dependents, for retirees who have met eligibility by:

- Attaining 55 years of age (members of STRS), or 50 years of age (members of PERS),
AND
- Having worked full-time in the District for a minimum of ten (10) years,
AND
- The sum of age and full-time years in the District equals a minimum of seventy (70).
(STRS e.g., 55+15, 56+14, 57+13)
(PERS e.g., 50+20, 51+19, 52+18)

- f. For Employees hired on or after August 1, 2005, the following shall apply:

Employees hired on or after August 1, 2005 and their dependents will be eligible to continue receiving District-sponsored medical and dental benefits under the current provisions until Medicare eligible. Once Medicare eligible, should the retiree elect to stay on any District-sponsored health or dental plan, the retiree shall pay 50% of the District's cost for health and 50% of the dental fully insured premium equivalent. The spouse may stay in the District-sponsored health or dental plan, once Medicare eligible, by paying 100% of the District's premium cost. The District shall also permit current and future retirees to purchase participation in the Vision Service Plan or the Employee Assistance Plan by paying for one or both at the premium rate specified by the carrier for District retirees.

2. The years of service required for eligibility for retiree insurance program contributions do not have to be continuous.
3. When a part-time monthly classified employee retires, the retiree will continue to pay a pro-rated premium amount for retiree benefits, as per the Local 1 contract.
4. All employees receiving retiree health benefits must provide evidence to the District that they have successfully enrolled in Medicare Part A or present documentation why they are not eligible to enroll. The District will reimburse the retiree the cost of Medicare Part B for those retiring with Medicare Part A. To be eligible for reimbursement for Medicare Part B, retirees must participate in a District-sponsored Medicare Coordinated/Advantage program for the period in which reimbursement is sought.

Annually, in February, District will send a letter and form to all retirees soliciting the appropriate documentation for reimbursement. To be reimbursed for Medicare Part B, retirees must submit the appropriate documentation listed on the form.

5. All classified employees who retire on July 1, 2001 or thereafter and who participate in the District's retiree health plans shall participate in reasonable cost containment measures as a condition of receiving benefits.
6. Retiree contribution amounts shall be paid to the District quarterly in advance.
7.
 - a. Disability Retirement. Any manager, supervisor, confidential employee or classified unit member who retires from the District on STRS or PERS Disability Retirement, or regular Service Retirement through STRS or PERS along with approved Long Term Disability through the District's carrier, may still be eligible for premium coverages regardless of age so long as the employee has worked full-time in the District for a minimum of ten (10) continuous years.
 1. At ten (10) continuous years of service, the District will pay fifty percent (50%) of the maximum premium amounts for the retiree and twenty-five (25) percent for the dependents.
 2. At fifteen (15) continuous years, the District will pay one hundred (100%) percent of the maximum premium amounts for the retiree and fifty (50%) for the dependents.
 - b. Any faculty member who retires from the District on STRS or PERS Disability Retirement shall have a waiver of minimum eligibility requirements and shall receive District insurance contributions in the same amounts as though regularly retired.
8. An employee who retires without attaining minimum benefit eligibility requirements may elect to remain in the insurance programs by paying full premium amounts under COBRA for a period of 18 months.

9. Upon the death of a retiree or active employee, a surviving spouse and/or dependents shall continue to receive District contributions towards health insurance coverage for a six (6) month period from the date of death. After six months, the surviving spouse and/or dependents may at their option, remain in the insurance program by paying full premium amounts.
10. Upon the death of a retiree or active employee, a surviving spouse and/or dependents shall continue to receive for a six (6) month period from the date of death, District contributions towards Dental Insurance coverage under COBRA which will provide coverage for thirty-six (36) months of which the District will pay the first six (6) months.
11. Employees may purchase post-retirement life insurance if available. Rates and eligibility are subject to carrier discretion.

Public Employees, Local 1, Article 20
United Faculty Agreement, Article 21

Historical Annotation:
Personnel 6007.00: Payroll Procedure 2.24, 2/80, 11/6/90
Personnel 6007.01: Administrative Policy 5900.12, 8/86, 11/6/90
Revised 2/5/02
Second Revision 10/5/04
Third Revision 1/16/14
Fourth Revision 2/25/20

Related Policy:
Board Policy 2051

Related Procedures:
Human Resources Procedure 1120.01, 1120.08
Management, Supervisory, and Confidential Employees Personnel Manual 8.0, 8.8