

## RETIREE HEALTH BENEFITS FOR MANAGEMENT TEAM AND ACADEMIC EMPLOYEES

### I. DISTRICT PROVIDED MEDICAL, DENTAL, AND VISION BENEFITS FOR MANAGEMENT TEAM

A. Medical, dental, and vision benefits in effect in the District at the time of retirement of a management team member shall continue in effect upon the employee's retirement for those employees who have been actively employed full-time and receiving full-time benefits by the District for 10 consecutive years immediately preceding the date of retirement and who concurrently retire from either STRS and/or PERS.

1. Medical, dental, and vision benefits shall continue in effect for the retiree and eligible dependents until the retiree is 65 years old.

If at age 65 the retiree is eligible for Medicare benefits (Parts A and B), the District will continue to provide medical coverage for the retiree only.

2. If at age 65 the retiree is not eligible for Medicare benefits, the District obligation to the retiree shall be terminated (i.e., the District shall not pay for any medical, dental or vision insurance for the retired employee nor provide any supplemental coverage).

B. Unless otherwise approved by the Board, a management team member who is issued a notice of termination of employment for cause prior to their resignation or retirement is not eligible for retiree medical, dental, and vision benefits.

### II. EMPLOYEE PAID MEDICAL AND DENTAL BENEFITS FOR ACADEMIC MANAGEMENT EMPLOYEES

The District shall permit any former academic manager who has retired from the District to enroll in the health and/or dental plan currently provided to its current academic managers. In addition, the District shall also permit the enrollment of the surviving spouse of a former academic manager who either retired from the District or was, at the time of their death, employed by the District as an academic manager and a member of STRS.

Enrollment pursuant to this policy shall be at the retiree or surviving spouse's own expense.

#### *References:*

*California Education Code, Section 7000 et seq.*

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