

AP 7380 RETIREE HEALTH BENEFITS – ACADEMIC EMPLOYEES

References:

Education Code Sections 7000 et seq.

The District shall permit any former academic employee who has retired from the District to enroll in the health and welfare benefit plan and/or dental care benefit plan currently provided to its current academic employees. In addition, the District shall also permit the enrollment of the surviving spouse of any former academic employee who either retired from the District or was, at the time of his/her death, employed by the District as an academic employee and a member of the State Teacher’s Retirement System. Enrollment shall be in accordance with the criteria specified in the respective collective bargaining agreement, the Consolidated Omnibus Budget Reconciliation Act (COBRA), and/or under the rules of the District-sponsored plan.

For academic employees not covered by a collective bargaining agreement and hired prior to October 14, 1986 and have at least ten (10) years of full time service, the District will provide paid medical and dental coverage with benefits equal to those in effect at the time of retirement to the retiree and one dependent until the retiree reaches age seventy (70) or the retiree’s death, whichever is sooner. The District will provide the retiree and one dependent medical and dental coverage for each fiscal year following retirement, the retiree may select a plan as made available each fiscal year. The retiree may change carriers during the annual open period. The retiree and dependent shall be responsible for paying any future increases that are charged to academic employees.

Date Approved: March 19, 2013