

BP 7261 Health and Welfare Benefits: Management, Supervisory, and Confidential Employees

General

All insurance programs are subject to carrier requirements for eligibility, enrollment, and processing of claims.

Eligibility

Management, supervisory, and confidential personnel must be in a permanent position employed for 30 hours or more a week to be eligible for benefits. Eligibility is dependent upon continued employment at 30 hours or more per work. Benefit coverage shall terminate on the last day of employment at 30 hours or more per week.

Benefits

The District provides fringe benefits for all management, supervisory, and confidential personnel similar to those provided to other employees. These include medical, prescription, dental, vision, term life, and long-term disability insurance.

Benefits Continuation

Management, supervisory, and confidential personnel on paid leave are considered to be continuous employees, and no interruption to the fringe benefit program shall be imposed upon employees on paid leave. Eligibility for fringe benefit for employees on an approved unpaid leave shall be administered according to state and federal laws.

Benefit Continuation/Retirement

An employee who retires with at least ten (10) years of service in education and five (5) years at MPC and who retires under a public financed retirement system will be covered by the District's medical insurance policy at District expense until the employee reaches the age of sixty-five (65) or until death, whichever is earlier. Eligible dependents of such an employee shall also be covered with the medical insurance until the retired employee reaches age sixty-five (65) or until the employee's death, whichever is earlier. Each retiree must advise the District in writing of intent to exercise this benefit within thirty (30) days of his/her retirement. Failure to so notify the District will result in loss of said benefit.

Voluntary Purchase of Medical/Retirement

An employee who retires from the District and who retires under a public financed retirement system shall be allowed to purchase medical insurance at the District's and insurance carrier's rules, regulations, and requirements after District coverage ends in accordance with state and federal law.

GOVERNING BOARD POLICIES

Disability/Retirement

An employee with at least five (5) years of service in the District, when retired for medical disability, shall be covered by the District's medical insurance policy until the employee reaches the age of sixty-five (65), or to the date of his/her death, whichever is earlier. The employee's eligible dependents will be covered by the medical insurance policy until the employee reaches age sixty-five (65), or to the date of his/her death, whichever is earlier.

Health Insurance Coverage and Employment Upon Early Retirement

Full-time regular employees who retire prior to age sixty-five (65) and who retire with at least five (5) years of certificated or classified service with the District and retire under a public financed retirement system are eligible for health insurance coverage as specified in this section. For purposes of this section, the age of the employee means the age the employee will attain during the fiscal year of retirement.

Employment

Part-time employment will be guaranteed until age sixty-five (65) to personnel who are credentialed and competent to serve as determined by the District at the rate of \$5,800 per year. At the discretion of the District the amount may be altered up to the limited allowed by STRS.

The nature of the employment assignment shall be at the sole discretion of the District, but the retiree does not have to accept employment. The assigned work must be performed in order for the retiree to receive the pay.

The retiree must exercise the option for an employment plan when the employee retires. If the retiree does not exercise the option or if the retiree turns down a reasonable offer of employment, he/she forfeits all rights to future employment pursuant to this section.

Classified personnel may also be employed in accordance with state retirement laws and regulations.

Health Insurance Coverage

The retiree shall continue to be covered by the District-paid health insurance to age sixty-five (65). For each year prior to age sixty-five (65) that an employee retires, health insurance shall be provided by the District for the retiree and spouse for an additional five (5) years beyond age sixty-five (65) under the following conditions:

Such insurance shall not extend beyond the life of the employee.

Such insurance shall be coordinated with Medicare. Both the retiree and/or dependents shall enroll in Medicare Part "A", if eligible through Social Security, when first qualified.



GOVERNING BOARD POLICIES

Additionally, it is required that retirees and dependents enroll in Medicare Part "B" upon becoming eligible.

The District shall pay a maximum of \$125.55 per month for such coverage, but the employee may pay any additional amount that is required to continue such coverage.

Procedure for Application

Employees requesting early retirement benefits shall submit an application to the Office of Human Resources sixty (60) days in advance of the date requested for retirement. The District shall have the authority to make exceptions to these deadlines. The application form shall be available in the Office of Human Resources.

References: Education Code Section 7000 et seq.;
Government Code Section 53200

Formerly Governing Board Policy 5560 – Management, Supervisory and Confidential Personnel Health and Welfare Benefits

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