

## Chapter 13

# PAID BENEFITS FOR RETIRED EMPLOYEES

### A. Qualified Employee

1. The Board provides each retired confidential employee, hired before July 1, 1997, who is eligible under the terms of this chapter, and his or her eligible dependents health and hospital benefits, prescription drug benefits, vision care benefits, and dental care benefits as provided in this chapter.
2. An eligible retired confidential employee is a confidential employee:
  - a. who is age 55 or older, who has retired under the State Teachers' Retirement System or the Public Employees' Retirement System (or who has applied for and is eligible to receive a service retirement from either retirement system) and who has rendered service to the District at least half-time as a contract or regular certificated employee or a probationary or permanent classified or confidential employee for ten or more years immediately preceding his or her retirement; or
  - b. who has retired from the District and is receiving a disability allowance from the State Teachers' Retirement System or the Public Employees' Retirement System, and who has rendered service to the District at least half-time as a regular or contract faculty member, classified or confidential employee or administrator for ten or more years immediately preceding his or her disability; or
  - c. who was hired before July 1, 1997, and has rendered service to the District as a permanent or probationary employee with a normal work week of at least 20 hours for 20 or more years immediately preceding his or her resignation. If the employee qualifies under this section, benefits shall be provided to the employee and his/her spouse only.
3. No absence from the service of the District under a leave of absence and no period of reduced service is deemed as a break in the continuity of service required by this section. Time spent on a confidential staff development leave, a faculty professional development leave, an administrative development leave or a classified staff development leave is deemed to be full-time service for the purpose of this chapter.
4. The benefits provided to eligible dependents pursuant to this section shall cease upon the death of the retired employee. However, a surviving spouse may continue to receive benefits under this section by reimbursing the District quarterly, in advance, for the full premium or its equivalent for all of the benefits provided.

## B. Benefit Provisions

1. The benefits provided under this chapter remain in accordance with the District Medical Plan or the Kaiser Medical Plan under which the retired employee was receiving benefits at the time of retirement. He or she may change plans after retirement during the District open enrollment period.
2. Each retired confidential employee and every eligible dependent, upon obtaining eligibility for Medicare, receives benefits under this chapter only in a manner that augments the benefits that the employee or dependent could receive from Medicare even though the retired employee or his or her dependents fail to claim rights to Medicare benefits. It is the sole responsibility of the retired employee and his or her dependents to apply for and satisfy the requirements of Medicare; however, the Board reimburses the retired employee and his or her eligible dependents for the cost of Medicare Part B if adequate proof of payment is submitted to the Department of Human Resources once each calendar year and at any time that the amount of the premium is changed by Medicare.
3. To obtain the benefits provided under this chapter, a confidential employee must file an application for the benefits with the Department of Human Resources and complete all necessary enrollment forms before the last date of his or her employment with the District.