

**PERSONNEL – MANAGEMENT/LEADERSHIP TEAM CERTIFICATED AND  
ADMINISTRATIVE EMPLOYEES**

**SUBJECT: Extended Health And Dental Benefits**

**Section 1 - Health and Dental Benefit**

District health and dental benefits for a retiree and dependent(s) shall be carried at the same rate and same District contribution as though a full-time administrator until the retiree reaches age 65 or until such time as Federal or State medical insurance covers the retiree, whichever comes first.

- A. This benefit applies only to administrators who elect to retire under the STRS program prior to age sixty-five (65). The administrator must have completed at least ten (10) years of regular service in the District immediately preceding retirement and must have reached the minimum age for retirement under state law before he/she is eligible for this benefit.
- B. Unpaid Special Leave of Absence granted to an administrator will not cause the administrator to lose eligibility for this benefit, provided the ten (10) years of full-time service requirement is met prior to retirement. For the purpose of this benefit, any year the administrator works under the Reduced Workload Program shall be credited as a year of regular service.
- C. An Administrator on Unpaid Disability Leave is eligible for this benefit in the same manner as an administrator who has retired.
- D. The retiree may not return to full-time employment in the District except by mutual consent of both the retiree and District.
- E. If the age at which a retired administrator may qualify for Federal or State medical insurance increases from 65 to a higher age, District health and dental benefits for the retiree and dependent(s) shall be extended until the retiree reaches the higher age. This provision shall apply only to administrators who meet all other eligibility requirements specified in this Policy and retire under the STRS program after June 1, 1999.

**Section 2 - Health Insurance Benefits After Age 65**

The District shall provide retired administrators sixty-five (65) years of age and older with an opportunity to buy health insurance paid in total by the retiree, to the extent that such coverage is available through the District's group plan insurance carriers for active employees. This opportunity, if available, shall be given only to administrators who retired under the STRS program, and who have completed at least ten (10) years of service in the District. The District

shall not be financially responsible in any way for any premiums, payments or any costs connected with the coverage beyond age sixty-five (65).

- A. Retired administrators who are qualified for Medicare coverage may choose one of the following options, if such a plan is offered by the District's group plan insurance carrier.
  - 1. Health Maintenance Organization (HMO) Medicare Risk Option.
  - 2. Medicare Supplement Option.

### **Section 3 - Assistance**

The District agrees to provide reasonable access, if requested, to representatives, if available, from various agencies such as insurance companies, insurance agencies or Medicare. Administrative retirees who wish the District to arrange access to a representative shall notify the District Business Office in writing. Reasonable access may include giving the retiree the name, address and phone number of a representative, or with sufficient number of requests, a meeting may be established for this option.

### **Section 4 - Early Retirement Supplemental Income Incentive**

(This benefit is provided to eligible administrators as an alternative to the current Advanced Service Credit for Early Retirement Program, also known as the "Golden Handshake". An eligible administrator may select this benefit instead of the Golden Handshake, but may not receive both.) An eligible administrator retiring prior to his/her sixtieth (60th) birthday shall receive an early retirement incentive bonus as provided below.

- A. **Eligibility.** To be eligible for the early retirement income incentive, an administrator must retire prior to his/her sixtieth (60th) birthday and shall be active service during the year prior to receiving the benefit. Written notice of the administrator's intention to exercise this retirement option must be filed with the Personnel Office by April 10 stating the administrators plan to retire at the end of the current academic year.
- B. **Limitation.** Following retirement, the administrator may not return to certificated employment with the District, except by mutual consent of both the retiree and the District.
- C. **Benefit.** Each school year, beginning after the school year in which he/she retires, and continuing through the school year in which he/she reaches age sixty-five (65), an administrator who retires with at least twenty (20) years of prior full-time certificated service in the District shall receive an annual amount equal to the longevity increment amount he/she would be receiving had he/she not retired. If the administrator is not eligible for a longevity increment at the time of retirement, (i.e., has fewer than twenty [20] years),

the annual amount shall be equal to 2.25% of step 13, column “G” of the Basic Certificated Salary Schedule.

- D. Payment. The District shall have the option of making annual or monthly payments to the retiree. Once the District notifies the retiree of its intention, there shall be no changes except by mutual agreement. The first year’s payment shall be made within sixty (60) days of retirement, unless there is mutual agreement to start payment at another later time. Payments shall continue each year on the anniversary of the first year’s payment. The District’s choice of the annual day of payment shall not affect the amount or number of payments to be made.
- E. Age Sixty. If an administrator’s sixtieth (60th) birthday is during the academic year and he/she chooses to retire at the end of that academic year, and if all other eligibility requirements have been met, he/she will be considered eligible for this benefit.
- F. Termination of Benefit. If the retiree should die prior to all payments being made, no further payments shall be made to the retiree or his/her estate.
- G. STRS Consideration. The payments made as a result of this benefit are not meant to offset in any way STRS benefits or any benefits provided in other parts of this Agreement.
- H. Automatic Expiration. This benefit shall automatically expire after the fifth full school year of its implementation. Retirees who are receiving the benefit shall continue to receive payment, but no new retirees shall automatically be added.