

Employees hired between July 1, 1975 and retire prior to December 1, 2026, the Board of Trustees shall provide the major medical and dental portion of the fringe benefit compensation package to all certificated and classified employees retiring from the district with fifteen (15) or more years of service to the district, the employee is age 60 or older, and who are not otherwise covered by a similar program provided through social security or teacher retirement plans.

Effective December 1, 2026, benefited employees shall be provided with the major medical and dental portion of the District's fringe benefit compensation package up to age 65 if the following criteria are met:

1. The employee has eight (8) or more years of service to the District; and
2. The employee is eligible to retire (Eligible Retiree) from their respective retirement plan (CalPERS or CalSTRS); and
3. The employee is age 57 or older; and
4. The employee is not otherwise covered by any similar programs provided through social security or teacher retirement plans.

Eligible Retirees will have a one-time opportunity to purchase medical and dental benefits for their currently enrolled dependent(s). The District will make a monthly contribution equal to fifty-percent (50%) of the lowest District-sponsored medical plan premium for the Spouse/Dependent coverage, toward the medical benefit premium selected by the Eligible Retiree. It is the Eligible Retiree's responsibility to pay any outstanding premium balance.

Eligible Retirees younger than age 57, who meet the other criteria outlined above, shall be offered the opportunity to purchase the medical and dental portions of the District's fringe benefit compensation package, provided that the Eligible Retiree pays the full cost of such benefits to the District. To remain eligible for the District paid benefit coverage from ages 57-65, the Eligible Retiree must deposit the monthly amount of the premium with the District Business Office from the date of retirement until age 57.

Board of Trustees Reviewed:

April, 1993

Reviewed: September, 1997

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Revised: August 6, 2026

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