This policy outlines the district's provisions for medical and dental benefits for unrepresented management employees upon retirement from District service. Unrepresented management employees are employees in a management position who are not represented by a collective bargaining association or organization.

Unless expressly noted in a Board-approved employment contract or agreement, unrepresented management employees hired after April 5, 2007, will not be provided lifetime medical and dental benefits from the District's fringe benefit compensation package.

Employees hired or promoted into an unrepresented management position prior to April 6, 2007, shall retain lifetime medical and dental benefits from the District's fringe benefit compensation package if they meet all of the following criteria:

1. They began service as an unrepresented management employee prior to April 6, 2007; and meet all Education Code requirements pertaining to employee breaks in service under 39 months.

2. The employee retires from the District with 15 or more years of service to the District.

3. Is eligible to retire from their respective retirement plan (CalPERS or CalSTRS).

Employees who are hired after April 6, 2007 and retire prior to December 1, 2026, and are benefited unrepresented management shall be provided with the major medical and dental portion of the District's fringe compensation package, upon retirement, up to age 65 if the following criteria are met:

1. The employee is age 60 or older on the date of; and

2. The employee retires from the District with 15 or more years of service to the District; and

3. The employee is not otherwise covered by any similar programs provided through social security or retirement. -

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 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 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, meeting 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, providing that the retired employee pay the full cost of such benefits to the District.

The Board of Trustees reserves the right to modify or rescind this policy at any time for any reason, and this policy shall not grant or give to any employee a vested property right under any applicable federal, state or local statutes, rules, regulations or policies.

However, if the Board of Trustees intends to amend, modify or revoke this policy in the future for any employees who were hired or promoted into an unrepresented management on or after April 5, 2007, the Board shall give employees at least two (2) months prior notice prior to any changes taking place.

Board of Trustees
April 5, 2007
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Revised: August 6, 2026
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