

## **Superintendent Policy**

### **PERSONNEL**

**SP 4303.1**

### **HEALTH AND WELFARE BENEFITS**

#### **RETIRED MANAGEMENT/CONFIDENTIAL PERSONNEL**

1.0 Each retired management/confidential employee of the Santa Cruz County Office of Education hired prior to July 1, 1999 shall be eligible to receive full health and welfare benefits (Medical, Dental, Vision) the same as those provided to regular, full-time management/Confidential employees in accordance with the following:

1.1 Employee must resign his/her position with the Santa Cruz County Office of Education/Santa Cruz Board of Education, terminating his/her employment, and enter into service retirement status from his/her appropriate retirement system.

1.2 Employee must have served ten (10) consecutive years of full-time satisfactory service immediately prior to retirement in the Santa Cruz County Office of Education in a position designated by the County Superintendent of Schools/County Board of Education as management/confidential.

1.3. For purposes of this section, "full health and welfare benefits" (Medical, Dental Vision) means the plans offered to active employees or the plans designated by the carrier to be available for retirees. The premium shall be for employee, spouse and dependent children, up to the age of 65 or until the retired employee becomes eligible for Medicare whichever is earlier. When the retired employee becomes sixty five (65) the employee will be moved to the Medicare Supplement Plan which will be paid by the Santa Cruz County Office of Education for such retired employee. The Spouse and dependent children will remain on the appropriate plan based on their age. Dental and vision coverage will remain unchanged as permitted by law and the insurance carrier. All coverage for the spouse and dependent children terminates upon the death of the retired employee. The spouse or dependent children have the option to purchase the plan after the death of the retired employee as law permits.

2.0 Each retired management/confidential employee of the Santa Cruz County Office of Education hired on or after July 1, 1999 shall be eligible to receive only health and welfare benefits (Medical, Dental, Vision) the same as those provided to regular, full-time management/confidential employees in accordance with the following:

2.1 Employee must resign his/her position with the Santa Cruz County Office of Education/Santa Cruz County Board of Education terminating his/her employment, and enter into service retirement status from his/her appropriate retirement system.

2.2 Employee must have served ten (10) consecutive years of full-time satisfactory service immediately prior to retirement in the Santa Cruz County Office of Education in a position designated by the County Superintendent of Schools/County Board of Education as management/confidential.

2.3 Employee will receive one (1) year of health benefits for each two (2) years of active, full-time employment for the Santa Cruz County Office of Education from their original hire date.

2.4 Employee will be eligible for retirement health benefits to age sixty-five (65).

2.5 Employees who change classifications will continue to earn years of service credit towards retiree health benefits eligibility. Employee will receive retiree health benefits from the classification that they retire from.

2.6 For purposes of this section, “full health and welfare benefits (Medical, Dental Vision) means the plans offered to active employees or the plans designated by the carrier to be available for retirees. The premium shall be for employee, spouse and dependent children, up to the age of sixty five (65) or until the retired employee becomes eligible for Medicare whichever is earlier. Dental and vision coverage will remain unchanged as permitted by law and the insurance carrier. When the retired employee becomes sixty five (65) all COE paid health benefits will terminate for the retired employee, spouse and dependents. All coverage for the spouse and dependent children terminates upon the death of the retired employee. The spouse or dependent children have the option to purchase the plan after the death of the retired employee as law permits.

3.0 The term “benefits” as used herein does not mean or apply to specific health plan provisions or coverage, which is subject to change depending upon the contractual agreement with the health providers.