

## ARTICLE 16

### RETIREMENT

#### **16.1 Health Insurance Benefits for Retirees:**

- 16.1.1 Each retired supervisor hired before July 1, 1997 who qualifies under this section, and his or her eligible dependents including qualified domestic partners, shall receive medical insurance benefits, prescription drug benefits, vision care benefits, and dental benefits as provided in this section.
- 16.1.2 A qualified supervisor is one:
- 16.1.2.1 who is age fifty-five (55) or older, who has retired from service from 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 of said retirement systems), and who has rendered service to the District as a permanent or probationary supervisor with a normal work week of at least twenty (20) hours for ten (10) or more years immediately preceding his or her retirement; or
  - 16.1.2.2 who has received a disability retirement from the State Teachers Retirement System or the Public Employees Retirement System and who has rendered service to the District as a permanent or probationary supervisor with a normal work week of at least twenty (20) hours for ten (10) or more years immediately preceding his or her retirement; and
  - 16.1.2.3 who was hired before July 1, 1997 and has rendered service to the District as a permanent or probationary supervisor with a normal work-week of at least twenty (20) hours for twenty (20) or more years immediately preceding her or his resignation. If the supervisor qualifies under this subsection benefits shall be provided to the supervisor and her/his spouse or domestic partner only. Under this section a qualified supervisor retains this right as long as he/she remains a supervisor of the District regardless of which unit the supervisor is in at the time of separation.
- 16.1.3 No absence from the service of the District under a leave of absence shall constitute a break in the continuity of service required by this section. Nor shall any absence from service for thirty-nine (39) months or less because of layoff constitute a break in the continuity of service required by this section. However, time spent on a leave of absence or in layoff status shall not count towards the service requirement prescribed by this section.

16.1.4 The benefits provided to eligible dependents pursuant to this section shall cease upon the death of the retired classified supervisor. However, a surviving spouse or domestic partner may continue to receive benefits under this section by reimbursing the District quarterly, in advance, for the full premium for all the benefits provided.

## **16.2 Benefit Provisions**

16.2.1 If supervisors are given any options regarding health benefit plans (for example, the choice between Kaiser Foundation Health Plan, the District Combined Coverage Medical Plan (PPO) or the District Network Only Plan (EPO) the benefits provided under this section shall be in accordance with the plan or plans under which the retired supervisor was receiving benefits at the time of retirement unless changed during a scheduled open enrollment period. This section shall not be construed as prohibiting any change in benefits or benefit plans as specified in Article 15.

16.2.2 Each retired supervisor and every eligible dependent shall upon obtaining eligibility for Medicare, receive benefits under this section in a manner that augments the benefits that the supervisor or dependent could receive from Medicare even though the retired supervisor or his or her eligible dependents fail to claim rights to Medicare benefits. It shall be the sole responsibility of the retired supervisor and his or her eligible dependents to apply for and satisfy the requirements of Medicare; provided, however, that the District shall reimburse the retired supervisor and his or her eligible dependents for the cost of Standard Medicare Part B premium if adequate proof of payment is submitted to the Office of Human Resources at least once each calendar year and at any time that the amount of the premium is changed by Medicare.

16.2.3 If a retired supervisor or her/his eligible dependents receive benefits under any other health benefits plan, the benefits provided under the other plan shall be primary and the benefits provided under this section shall be reduced to the difference between the benefits provided or paid or payable by the other plan and the maximum benefits provided under this section.

16.2.4 To obtain the benefits provided under this section a supervisor shall file an application for the benefits with the Office of Human Resources and shall complete all necessary enrollment forms prior to the last date of his or her employment with the District.