CHAPTER XVIII

BENEFITS FOR RETIRED ADMINISTRATORS

C. Bridge Program

1. Qualified administrators employed after July 1, 1997 are eligible for a health benefits bridge program to cover the period of time between retirement and eligibility for Medicare coverage. So long as the eligible Medicare recipient has fulfilled the requirements of this Section, the bridge shall remain in effect during the period of any delay in initial receipt of Medicare benefits which is not the fault of the recipient.

2. A qualified administrator under this program is one:

   a. Who is age 55 or older, who has retired from the State Teachers’ Retirement System (STRS) or the Public Employees’ Retirement System (PERS) (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 at least half-time as a contract or regular employee for fifteen (15) or more years immediately preceding his or her retirement. No absence from the service of the District under a leave of absence and no period of approved reduced service shall be deemed as a break in the continuity of service required by this program. However, time spent while on leave of absence without pay shall not be counted towards meeting the years of service required by this section. Time spent on any Administrative Leave under Chapter X shall be deemed to be full-time service for the purpose of the program; and

   b. Who has provided evidence that he or she is Medicare eligible.

3. a. Qualified spouse or bona fide domestic partner is one:

   b. Who is at the time the qualified administrator retired under this Program and thereafter the spouse or bona fide domestic partner of the employee; or

   c. Who was the spouse or bona fide domestic partner of the qualified employee on the date of the employee’s retirement and is at the time of death of the retiree and thereafter, the surviving unmarried spouse or bona fide domestic partner of the retiree: or

   d. Who was the spouse or bona fide domestic partner of an employee who at the time of his or her death was at least 55 years of age and rendered sufficient service as defined in this Chapter to qualify for paid benefits upon retirement and is an un-remarried surviving spouse or qualified domestic partner while receiving benefits.

   e. Each retired administrator who qualifies under the terms of this Chapter and
his or her eligible spouse or bona fide domestic partner as defined shall be
eligible for District health and hospital benefits, prescription drug benefits,
vision care benefits and dental care benefits as provided in this Chapter and
described in Chapter XI, Benefits.

f. After retirement, under this program the District shall contribute monthly
towards the payment of the retiree’s benefits as defined herein:

   i. During each month of eligibility under the program the
      monthly contribution shall be one twelfth of the annual sum
      of 2.8% of level “M”/step 8 of the Administrator Salary
      Schedule (www.hr.fhda.edu/personnel/administrators) based
      on a twelve- month (12) annual contract unless a lower
      percentage is allowed (see #5.d. below).

   ii. If the administrator has a spouse or qualified domestic
      partner on the date of retirement, and the spouse or
      domestic partner has no medical benefits coverage as a
      primary insured, the District will contribute up to 5.6% of
      the Administrator Salary Schedule toward the cost of the
      premiums for the retiree and the spouse/domestic partner.

   iii. The monetary equivalent of the applicable percentage shall
        be applied towards the month premium payment for these
        benefits for the covered retiree, retiree and spouse or
        domestic partner, or surviving spouse or domestic partner.

   iv. Should the actual cost of the benefits selected cost more
       than the above, the covered individual(s) shall pay the
       difference to the District each month. Such payments are
       due on the first of the month for each month of
       coverage.

   g. Should the actual cost of the benefits selected by a covered individual
      amount to less than the allowed percentage then the actual percentage
      shall be that which reflects the actual cost of the selected benefits.

h. The benefits provided to eligible administrators and spouses and bona
   fide domestic partners under this program shall cease when the employee,
   unmarried surviving spouse or bona fide domestic partner as the case
   may be qualifies for and begins receiving Medicare coverage consistent
   with C.1. (Bridge Program) above.

i. If administrators are given any options regarding health benefit plans (for
   example, the choice between Kaiser and the District’s self-insured plan)
   during the bridge period, the covered employee (and/or qualified spouse
   or domestic partner) shall receive benefits in accordance with the plan or
   plans under which the retired faculty employee was receiving benefits at
the time of retirement and he or she shall not be allowed to change after retirement except during open enrollment periods.

j. If a spouse or bona fide domestic partner of a retired administrator receives benefits under any other health benefits plan as a primary insured, the benefits provided under the other plan shall be primary and those benefits shall not be provided under this program.

k. To obtain the benefits provided under this Chapter, every administrator and eligible surviving un-remarried spouse or domestic partner shall file an application for the benefits with the District Office of Human Resources and shall complete all necessary enrollment forms before the last date of his or her employment with the District. The spouse or domestic partner will sign a statement verifying that he/she does not have medical benefits in his/her own right as a primary insured. The employee is required to provide information to Medicare to verify Medicare eligibility and to update that information as appropriate.

l. The benefits provided under this program are subject to change or termination by mutual agreement between the AMA and the Board itself.