
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.