

RETIREMENT

Management Retirement

(Retirement) - Health Benefits

~~1. Available to all management team personnel~~

1. **For current employees hired before April 1, 2011:** in order to be eligible for retiree medical/dental benefits, establish a vesting period of three (3) continuous years of District service in a benefited position.

Current Employees as of April 1, 2011 retiring on or before June 29, 2012: Must have worked continuously in a benefited District position for a minimum of 3 years as of June 29, 2012.

At Age 62 or Earlier: There is no change to current medical/dental benefit entitlement:

- District-paid medical for retiree and one eligible dependent (up to the Kaiser rate). The District shall reimburse the cost of medical benefits for one eligible dependent (including prescription coverage as provided in the plan) for a maximum of 10 years or until retiree reaches 65 year of age, whichever comes first.
- Dental coverage for retiree and all current eligible dependents. The District shall reimburse the cost of dental insurance for the retiree and the retiree's eligible dependents for a maximum of 10 years, or until the retiree reaches age 65, whichever comes first.

After Age 62:

- Medical for retiree only (up to the Kaiser rate) and no dental. The District shall reimburse the cost of medical benefits (including prescription coverage as provided in the plan) until retiree reaches 65 years of age.

All employees must notify the District in writing of their retirement by April 2, 2012.

For employees hired on or after April 1, 2011: in order to be eligible for retiree medical/dental benefits, establish a vesting period of five (5) continuous years of District service in a benefited position.

At Age 62 or Earlier:

- District-paid medical for retiree and one eligible dependent capped at 2010 Kaiser rate. The District shall reimburse the cost of medical benefits for spouse (including prescription coverage as provided in the plan) for a maximum of 10 years or until retiree reaches 65 years of age.
- Dental coverage for retiree and all current eligible dependents. The District shall reimburse the cost of dental insurance for the retiree and the retiree's eligible

dependents for a maximum of 10 years, or until the retiree reaches age 65, whichever comes first.

After Age 62:

- Medical (at the Kaiser rate) for retiree only and no dental. The District shall reimburse the cost of medical benefits (including prescription coverage as provided in the plan) until retiree reaches 65 years of age.

Employees hired on or after April 1, 2011: those who work between 4 – 6.9 hours per day will receive prorated benefits during their employment and upon retirement. Those who work a minimum of seven (7) hours per day and 35 hours per week will receive full benefits at the Kaiser 2010 rate.

2. Available to retiree if retirement occurs at or before the end of the fiscal year during which the retiree reaches age 62.

3. ~~Benefits~~

a. ~~Medical Coverage: The district shall reimburse the cost of medical benefits for spouse (including prescription coverage as provided in the plan) for a maximum of 10 years or until retiree reaches 65 years of age, whichever comes first.~~

b. ~~Dental Coverage: The district shall reimburse the cost of dental insurance for the retiree and the retiree's dependents for a maximum of 10 years, or until the retiree reaches age 65, whichever comes first.~~

Applicable to All Employees Regardless of Start Date

4. ~~3.~~ In the event of the death of the retiree, benefits as detailed in section "c" described above shall be available to surviving spouse until the retiree would have reached age 65 or for the remaining time within the 10-year limitation set forth above.
5. ~~4.~~ At death of an employee, the surviving spouse is eligible for Group Continuation Coverage Plan or for Individual Plan Coverage until the employee would have reached age 65.

Regulation
approved: ~~March 27, 2007~~ April 12, 2011

MT. DIABLO UNIFIED SCHOOL DISTRICT
Concord, California