

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES Reference:

4.4 MANAGEMENT PERSONNEL

SECTION 4.410 HEALTH COVERAGE FOR RETIRED MANAGEMENT EMPLOYEES

Management employees who retire from the District and accept retirement benefits as provided under the Public Employees' Retirement System or State Teachers' Retirement System shall have extended to them the option to purchase major medical coverage, including dental and vision if qualified, for themselves and their eligible dependents at the group rate. Retirees' dependents must meet the same eligibility requirements as dependents of Active Employees.

Management employees who retired on or after July 1, 1982, but before December 31, 1987, and served the District in a management position for five (5) or more years, receive health benefits (major medical coverage only) at District expense beginning with the date of retirement and continuing until age 65. Those management employees retiring after January 1, 1988, are eligible to purchase health benefits at the group rate.

To qualify for these benefits, the employee must be retired under one of the District's formal retirement plans (PERS or STRS) and have reached the minimum age of fifty for PERS and 55 for STRS.

Retired employees who have attained the age of sixty-five (65) and have signed up for Medicare Parts A and B (this includes dependents) may continue to purchase the District coverage indefinitely. Although the retiree may continue to purchase coverage through the District insurance carriers, such coverage will no longer serve as the primary carrier.

Employee and dependents' insurance coverage shall be canceled if the annual premium payment is not received in the Payroll Department in advance of required premium. Fifty percent of premium is due September 15 and fifty percent is due January 15.