

# Sierra College

## BOARD POLICY

**BP 7380**

### Retiree Health Benefits

Date Adopted:	7/10/2010
Date Revised:	12/12/2023
Date Reviewed:	12/12/2023
References:	Education Code Sections 7000 et seq.; SCFA Collective Bargaining Agreement; Classified Collective Bargaining Agreement; Management & Confidential Employees Handbook

The District shall permit any former employee who has retired from the District on or after July 1, 1994, and is not eligible for District paid benefits, to enroll in the health and welfare benefit plan and/or dental care benefit plan currently provided to its current employees. In addition, the District shall also permit the enrollment of the surviving spouse of a former employee who either retired from the District or was, at the time of their death, employed by the District.

Enrollment pursuant to this policy shall be at the retiree or surviving spouse's own expense.

A retired employee or surviving spouse may enroll in the District's health and welfare benefit plans only once pursuant to this policy. A retired employee or surviving spouse who voluntarily terminates coverage under this policy may be excluded from obtaining coverage again.

The President/Superintendent shall establish procedures as may be deemed necessary to administer this policy in accordance with Education Code Sections 7000 *et seq.* and related collective bargaining agreements.

See Administrative Procedure 7380.