



Kern Community College District
Board Policy
Chapter 7 – Human Resources

BP 7380 Retiree Health Benefits: Academic Employees

References:

Education Code Sections 7000 et seq.

NOTE: This policy is **legally required**.

The District shall permit any former eligible academic ~~classified, management and confidential~~ employee who has retired from the District to enroll in the health and welfare benefit plan and/or dental care benefit plan currently provided to its current academic employees. ~~in accordance with the criteria specified in the respective agreement for their unit and under the rules of eligibility for their college-sponsored plans.~~ In addition, the District shall also permit the enrollment of the surviving spouse of a former academic eligible employee who either retired from the District or was, at the time of his/her/their death, employed by the District as an eligible employee and a member of the State Teacher's Retirement System ~~or California Public Employee Retirement System.~~

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

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

The Chancellor shall establish procedures as may be deemed necessary to administer this policy in accordance with Education Code Sections 7000 et seq.