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g. A plan by which unit members may establish tax-free Internal Revenue Code Section 125 accounts for the purpose of funding additional health care, child care, elder care, medical set-aside and other authorized services.

2. Changes to benefit elections must be made within thirty (30) days of a qualifying life event. Requests submitted after this period will not be accepted. Outside of a qualifying event, benefit plan changes may only be made during the annual Open Enrollment period.
~~An employee may change their health plan during the annual open enrollment period.~~

B. Pay in Lieu of Benefits

In lieu of District coverage for an individual's health insurance plan (for those with dual coverage) the District will provide during a ~~ten~~twelve-month period an amount equal to one-half the cost of an individual premium of the District's lowest-cost health plan for each member electing this option provided that:

- (1) This option may be selected only during the open enrollment period for health insurance or at the time of initial employment.
- (2) Requests to change to health insurance coverage for the cash option may be made only during the open enrollment period.
- (3) Cash benefits provided under this plan must comply with Internal Revenue Service Section 125.
- (4) Those choosing this option must submit evidence of coverage and sign a form provided by the Benefits Office ~~in Fiscal Services~~every year during open-enrollment.
- (5) If this option is chosen, District-paid health insurance coverage will be canceled effective ~~October 1~~September 30th of the year of the election of this option and will be available again only at the next regular open enrollment period.

C. ~~Pre-65 Retiree Healthcare~~Retirement Benefits

1. The District will provide paid health and dental plans, up to the amounts specified in this Article, for retirees age fifty-five (55) to sixty-five (65), and their eligible dependents, who have received these plans and in their last full year of employment when:

- (1) The current member is eligible to retire under the provisions of STRS or PERS; and
- (2) The unit member has had at least fourteen (14) years of full-time service with the District. Service performed in a part-time capacity does not apply toward the eligibility requirements for retirement benefits.

In order to continue to be eligible for this benefit the unit member must not be employed in an organization in which the employee is required to contribute a portion of

89 their salary to a retirement plan associated with STRS or PERS in the state of
90 California.

91
92 2. The coverage provided under this section will continue through the month the
93 retiree reaches age sixty-five (65).
94

95 3. Retirees who satisfy the conditions of this section and who have attained the age
96 of sixty-five (65) shall apply for and enroll in Medicare Parts A and B. Upon satisfying these
97 conditions and submitting proof annually of Medicare B enrollment (such as a copy of their
98 Social Security statement denoting the Medicare Part B premium deduction), the District will pay
99 the standard Medicare Part B premium rate not to exceed \$2,000 annually, intended to help
100 cover the cost of Medicare supplementary insurance. This amount will be based on the standard
101 Medicare Part B premium rate annualized for the benefit year in which it is paid.
102

103 4. Those retirees who meet all the requirements of this section except for the
104 fourteen (14) years of service with the District and those retirees who have reached age sixty-
105 five (65) may elect to retain group coverage under the health plans by paying the monthly
106 premiums to the District. This provision is subject to the terms of the contract between the
107 District and the plan carrier.
108

109 **D. Permanent Disability – Pre-65 Healthcare Benefits**
110

111 During the term of this Agreement, the District will continue to provide the health and
112 dental benefits of this Article for those unit members between the ages of fifty-five (55) and
113 sixty-five (65) who have been employed by the District for at least fourteen (14) years and who
114 are granted a permanent disability allowance under STRS or PERS.
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116
117

118 Signed and entered into this _____ day of _____, 2026.

119 FOR THE COLLEGE DISTRICT

FOR THE UNION

120 
121 _____

Joshua Adams

122 Robert S. Blizinski
123 Assistant Superintendent/V.P. Human Resources

Josh Adams, Co-Chief Negotiator

124 
125 _____



126 Brian Cummins
127 Director, Human Resources

Carlos "Tito" Altamirano,
Co-Chief Negotiator