



**Chico Unified School District**

1163 East Seventh Street, Chico, CA 95928-5999  
(530) 891-3000

**Board Policy:**

**#4740**

**Section: 4000**

**Personnel**

**Page 1 of 2**

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**Certificated/Classified Personnel**

**MEDICAL BENEFITS FOR RETIRED PERSONNEL**

To be eligible for retiree medical benefits, the retiree must:

- A. Have served in the District as an employee for the minimum amount of time as prescribed by the appropriate collective bargaining agreement in place.
- B. Be at least 55 years of age at the time of resignation
- C. Be actively serving as an employee or be on approved leave during the year prior to retirement
- D. Be currently enrolled in the CUSD medical plan in order to apply for extended medical coverage prior to the end of employment
- E. Qualify and be in the process of receiving retirement benefits under the State Teachers Retirement System (STRS) and/or the Public Employees Retirement System (PERS) for the year that she/he retires
- F. Be under 65 years of age in order to receive District-paid medical benefits

If all of the above conditions are satisfied, the District shall pay the cost of the medical insurance premium for the District group plan appropriate for the retiree and eligible dependent(s), as noted in the collective bargaining agreements.

Exceptions to District payment shall be in cases of those retirees and eligible dependent(s) who have comparable medical insurance coverage or who qualify for Medicare. The intent of this benefit is to provide coverage until Medicare or some similar plan provides for it.

A staff member who has served in the District for a minimum of five (5) years and is actively serving as an employee or has been on approved leave and who goes on STRS or PERS disability retirement prior to 55 years of age shall be offered the opportunity to remain on the District's medical insurance by paying the premium to the District. Upon reaching 55 years of age, the retiree may be eligible to receive District-paid medical benefits as outlined in this policy.

Any employee who has served in the District as an employee for a minimum of five years and who retires between the ages of 50 and 55 may continue to receive medical, dental and/or vision insurance in effect at the time of retirement by paying the premiums to the District until he or she reaches the age of 55, at which time the Chico Unified School District would pay the premiums for said health insurance as per this policy.

Any employee who has served in the District as an employee for a minimum of five years and who retires between the ages of 55 and 65 may continue to receive dental and/or vision insurance in effect by paying the premiums to the District.

District-paid medical benefits for part-time employees who elect to continue medical insurance coverage upon retirement shall be paid on a basis equal to the proportional amount paid for the medical insurance during the last year of employment in the District. However, if the employee had served a minimum of five (5) years as a full-time employee prior to becoming a part-time employee, all of the insurance premium shall be paid by the District;



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**Page 2 of 2**

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Retirees age 65 who have an eligible dependent(s) under the age of 65 shall be entitled to continued medical insurance benefits. The premium for the insurance shall be fully paid by the retiree.

When a retiree reaches the age of 65, the retiree shall be responsible for his/her own medical coverage, except that retirees who retire effective June 30, 1988, during the 1988-89 school year, and subsequent years, who do not have Medicare coverage, may participate in the following program:

When a retiree reaches 65 years of age, the District shall contribute a maximum of \$200 per month on a dollar-for-dollar match for Medicare A and B or successor Medicare plans. The District's maximum contribution shall be \$2,400 per year.

The Board of Education reserves the right to cancel or revise this policy during any given school year, with the understanding that all employees previously covered will continue to receive the coverage. This could include any change of regulations by the insurance carrier.