



MONTEREY PENINSULA
College

GOVERNING BOARD POLICIES

Chapter 7 Human Resources

7261

BP 7261 Health and Welfare Benefits: Unrepresented Regular Employees

I. General

All insurance programs are subject to carrier requirements for eligibility, enrollment, and processing of claims. For the purposes of this Board Policy, the term “Unrepresented Regular Employees” refers to confidential, supervisory, and management personnel.

II. Eligibility

Unrepresented regular employees must be in a permanent position employed for 30 hours or more a week to be eligible for benefits. Eligibility is dependent upon continued employment at 30 hours or more per work. Benefit coverage shall terminate on the last day of the month of employment at 30 hours or more per week.

III. Benefits

The District provides fringe benefits for all unrepresented regular employees similar to those provided to other employees. These include medical, prescription, dental, vision, term life, and long-term disability insurance.

IV. Benefits Continuation

Unrepresented regular employees on paid leave are considered to be continuous employees, and no interruption to the fringe benefit program shall be imposed upon employees on paid leave. Eligibility for fringe benefits for employees on an approved unpaid leave shall be administered according to state and federal laws.

V. Benefit Continuation/Retirement

a. An unrepresented regular employee, hired before July 1, 2022, who retires with at least ten (10) years of full-time service in education and five (5) years at MPC and who retires under California Public Employees Retirement System (CalPERS) or California State Teachers Retirement System (CalSTRS) will be covered by the District's medical insurance policy at District expense until the employee reaches the age of sixty-five (65) or until death, whichever is earlier.

- Eligible dependents of such an employee shall also be covered with the medical insurance until the retired employee reaches age sixty-five (65) or until the employee's death, whichever is earlier.
- Such insurance shall not extend beyond the life of the employee.
- Each retiree should advise the District in writing of intent to exercise this benefit within sixty (60) calendar days of their retirement date.



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- For each year prior to age sixty-five (65) that the employee retires, health insurance shall be provided by the District for the retiree and spouse for an additional five (5) years beyond age sixty-five (65) under the following conditions:
 - Such insurance shall not extend beyond the life of the employee.
 - Such insurance shall be coordinated with Medicare. Both the retiree and/or dependents shall enroll in Medicare Part “A,” if eligible through Social Security, when first qualified. The District will pay no part of Medicare Part “B”.
 - The District shall pay a maximum of \$125.55 per month for such coverage, but the retiree may pay any additional amount that is required to continue such coverage.
- b. An unrepresented regular employee, hired July 1, 2022, and thereafter, who retires with at least fifteen (15) years of full-time service at MPC and who retires under CalPERS or CalSTRS will be covered by the District’s medical insurance policy at District expense until the employee reaches the age of sixty-five (65) or until death, whichever is earlier.
- Eligible dependents of the retiree shall also be covered with the medical insurance until the retired employee reaches age sixty-five (65) or until the employee’s death, whichever is earlier.
 - Each retiree should advise the District in writing of intent to exercise this benefit within sixty (60) calendar days of their retirement date.

VI. Voluntary Purchase of Medical Insurance

An employee who retires from the District and who retires under CalPERS or CalSTRS shall be allowed to purchase medical insurance at the District's and insurance carrier's rules, regulations, and requirements after District coverage ends in accordance with state and federal law.

VII. Disability/Retirement

An employee with at least five (5) years of service in the District, when retired for medical disability, shall be covered by the District's medical insurance policy until the employee reaches the age of sixty-five (65), or to the date of their death, whichever is earlier. The employee's eligible dependents will be covered by the medical insurance policy until the employee reaches age sixty-five (65), or to the date of their death, whichever is earlier.

- a. A “disability-retired” employee shall be defined as one who has involuntarily retired from service and resigned from the District due to disability and who is receiving a disability retirement allowance from CalSTRS or CalPERS.
- b. Coverage under this section requires that the retiree and/or dependent(s) enroll in Medical Part “A” when first eligible through Social Security. Additionally, it is required that all retirees and/or dependent(s) enroll in Medicare Part “B” upon becoming eligible.



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- c. If the employee is rehabilitated and subsequently obtains employment outside of the District with an employer that provides health insurance, the employee shall be required to terminate health insurance coverage provided by the District.
- d. The District may require periodic certification from the employee that alternative health insurance coverage has not been provided by another employer.

References: *Education Code Section 7000 et seq.; Government Code Section 53200*

Formerly Governing Board Policy 5560 - Management, Supervisory and Confidential Personnel Health and Welfare Benefits

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