

**HEALTH AND WELFARE BENEFITS FOR MANAGEMENT
EMPLOYEES UPON RETIREMENT FROM DISTRICT SERVICE**

6603.01

This policy outlines the district's provisions for health and welfare benefits for unrepresented management employees upon retirement from district service. Unrepresented management employees are employees in a management position who are not represented by a collective bargaining association or organization.

Unless expressly noted in a Board-approved employment contract or agreement, unrepresented management employees hired after April 5, 2007, will not be provided lifetime health and dental benefits from the District's fringe benefit compensation package.

Employees hired or promoted into an unrepresented management position prior to April 6, 2007, shall retain lifetime health and dental benefits from the District's fringe benefit compensation package if they meet all of the following criteria:

1. They began service as an unrepresented management employee prior to April 6, 2007;
2. The employee retires from the District with fifteen or more years of service to the District.

Effective April 6, 2007, unrepresented management shall be provided with the major medical and dental portion of the District's fringe benefit compensation package, upon retirement, until age 65 if the following criteria are met:

1. The employee is age 60 or older on the date of retirement; and
2. The employee retires from the District with fifteen or more years of service to the District; and
3. The employee is not otherwise covered by any similar programs provided through social security or retirement plans.

Retired employees shall be offered the opportunity to purchase the major medical and dental portions of the District's fringe benefit compensation package, providing that the retired employee pay the full cost of such benefits to the District.

The Board of Trustees reserves the right to modify or rescind this policy at any time for any reason, and this policy shall not grant or give to any employee a vested property right under any applicable federal, state or local statutes, rules, regulations or policies. However, if the Board of Trustees intends to amend, modify or revoke this policy in the future for any employees who were hired or promoted into an unrepresented management on or after April 5, 2007, the Board shall give employees at least two (2) months prior notice prior to any changes taking place.

Board of Trustees

April 5, 2007

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